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POTENTIAL DEMAND FOR FAMILY PLANNING ASSISTANCE
IN THE PRIVATE SECTOR IN KENYA

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LIST OF ACRONYMS

AMREF	African Medical and Research Foundation
CBS	Central Bureau of Statistics
CHAK	Christian Health Association of Kenya
FPIA	Family Planning International Assistance
FPPS	Family Planning Private Sector
KIRDI	Kenya Industrial Research and Development Institute
MOH	Ministry of Health
NGO	Non-governmental organization
NHIF	National Hospital Insurance Fund
PSFP	Private Sector Family Planning
SDA	Seventh Day Adventists
USAID	United States Agency for International Development

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I. EXECUTIVE SUMMARY

The purpose of the survey was to assess the potential unmet demand for assistance for family planning services provision in the private sector in Kenya. The needs assessment was carried out to try to estimate the potential demand among organizations that have not yet been targeted for the type of assistance that has been offered under the Kenya Private Sector Family Planning (PSFP), or Family Planning Private Sector (FPPS) project. The current FPPS project has been very successful, and the needs assessment was conducted to determine if there is need for a follow-on project. The targets of the survey were the types of organizations that have been assisted under the existing project, and included parastatals and teacher training colleges in addition to private sector firms and health facilities.

Mailed questionnaires were used to survey potential demand among the largest private companies and parastatals, and among private health facilities in Kenya. Demand among colleges of education and clinics administered by several non-governmental organizations was assessed through research and informal interviews. Information from these sources was augmented with the results of a survey of demand among companies that was carried out by FPPS in 1988.

The results of the study indicate that there is substantial potential unmet demand for assistance in providing family planning services among these organizations in Kenya. According to the results of the present questionnaire survey, 36 companies and 46 private health facilities could potentially be in need of assistance of the type offered under the Family Planning Private Sector program. To this total of 82 organizations should be added eight companies that responded to the FPPS 1988 survey. The total number of organizations is thus 90. All of these organizations were judged to be potentially in need of and eligible for family planning assistance of the type offered in the current FPPS program. However, more detailed information would have to be gathered on these institutions in order to determine if they would actually be interested in receiving and would qualify for assistance. (55 of the 90 identified organizations indicated interest in receiving assistance to offer family planning services in their survey responses, but the interest and commitment of their management should be more accurately assessed through further investigation.)

Evidence from additional sources suggests that the list of organizations potentially in need of assistance could be expanded even more. The need of approximately 20 Teacher Training Colleges for family planning service provision for students is clearly documented in a separate study. There are approximately 80 health facilities sponsored by the Christian Health Association of Kenya, Crescent Medical Aid, and the Kenya Seventh Day Adventists Rural Health Services, that have not yet been assisted by FPPS and do not offer family planning. Some of the organizations targeted by the present questionnaire survey that have not responded might need assistance. Finally, there are additional large branches of companies already working with FPPS

that might need assistance, and FPPS has received direct requests for help from many companies and health facilities around the country. All of these organizations could potentially be targeted by assistance in a future family planning program, although the evidence is not clear cut enough to add them to the questionnaire survey information.

The success of the Family Planning Private Sector project as judged by the recent evaluation, and the evidence of significant potential unmet demand for family planning service provision in Kenya revealed by this study, suggest that there is great need to continue the type of assistance offered by the program. Ninety organizations have been identified that demonstrate potential need for assistance to provide family planning services to their employees or clients. Additional potential sources of demand suggest that there are at least as many organizations in need of assistance as have benefitted from the FPPS program to date.

II. INTRODUCTION

A. PURPOSE OF NEEDS ASSESSMENT

The purpose of the survey was to assess the potential unmet demand for assistance for family planning services provision in the private sector in Kenya. The needs assessment was conducted to try to estimate the potential unmet demand for the type of assistance in providing family planning services that has been offered under the Kenya Private Sector Family Planning (PSFP) Project. As the current project is scheduled to end in September 1991, USAID/Kenya determined that it was necessary to assess the need for a follow-on phase of the program. The target of the survey was large commercial firms and parastatals, private clinics, teacher training colleges, and health facilities run by selected non-governmental organizations (NGOs) in Kenya. The needs assessment was carried out from late September to early December 1990. The principal tool used with regard to companies and private clinics was a mailed questionnaire, followed up by telephone. Research and interviews were conducted to gather information on teacher training colleges and NGOs.

B. BACKGROUND

The Private Sector Family Planning Project, or Family Planning Private Sector (FPPS) program, has been operating since January 1984. The goal of the project has been to strengthen the ability of large firms, private clinics and non-governmental organizations in Kenya to provide family planning through existing health programs. The FPPS program has worked with already established health facilities in these institutions to introduce or expand family planning services. The project's success led to two amendments and extensions and greatly increased benchmarks for achievement. Since 1984, financial,

logistical, and training assistance have been provided to 23 private companies, eight parastatals, 12 private nursing homes, three non-governmental organizations, four educational institutions, and two community based clinics. Through this total of 54 subprojects, 154 clinics have been helped to introduce or expand family planning services offered to employees and clients.

The Family Planning Private Sector Project is currently scheduled to terminate in September 1991. This needs assessment was undertaken in an attempt to determine if there is need for a follow-on program. The success of the project to date and receipt by FPPS of numerous requests for assistance suggest that there is justification for continuing the program. However, it was felt that a formal needs assessment should be conducted to try to estimate the potential demand for assistance in providing family planning services that exists among organizations that have not yet been targeted by the project.

The categories of organizations selected for inclusion in the study were based largely on the history of the Family Planning Private Sector program. (Note that although the FPPS program is directed toward the private sector, parastatals and government-run educational institutions have also been assisted.) The project has worked with private companies and parastatals that provide health services to relatively enclosed populations of employees, and sometimes to dependents and surrounding communities. Two universities and two teacher training colleges have been assisted under the program. These educational institutions also provide health services to relatively closed populations. Teacher training colleges were included in the study of future needs because they were earlier identified as holding special promise for expanding family planning services to students.

Private medical facilities have also been assisted under the FPPS program. They were included in the needs assessment because there is believed to be a great deal of demand for assistance among private clinics that have not yet been reached. Health facilities are likely to be capable of offering family planning, and probably more disposed than companies to offer it. Similarly, FPPS has worked with the Christian Health Association of Kenya (CHAK), Crescent Medical Aid, and the Kenya Seventh Day Adventists (SDA) Rural Health Services, three organizations that administer health clinics throughout the country. The needs assessment included these organizations because it was felt that there was potential to expand assistance to additional clinics managed by these NGOs. Health facilities differ from companies and educational institutions in that they provide services to clients that probably do not form enclosed populations. In any case, private clinics function within the mode of assistance offered by FPPS in basically the same way as companies.

III. METHODOLOGY

A mailed questionnaire was used to survey potential demand for assistance in family planning service provision among private companies, parastatals, and private health facilities. Potential demand for assistance among teacher training colleges and selected non-government organizations was assessed through research and interviews.

A. SURVEY

The survey of companies and private health facilities was based on a purposive sample. Accurate, current and complete lists of all private companies and health facilities in Kenya were not available, so it was not possible to determine the size of the universe of these organizations. The samples used in the survey for large private firms and health facilities might not be representative of the universe of these organizations in the country. For each category of organization, lists from several sources were used to identify target institutions.

1. Lists

a. Private Companies

The study was designed to target the largest companies in Kenya. The Central Bureau of Statistics (CBS), the Kenya National Chamber of Commerce, the Kenya Industrial Research and Development Institute (KIRDI), the Federation of Kenya Employers, the Kenya Association of Manufacturers, and other sources were contacted in an effort to obtain lists of firms. No single list was complete or accurate. In the end the primary source used was a master file of companies in Kenya maintained by the Central Bureau of Statistics. This was supplemented by information from the Kenya National Chamber of Commerce and from the KIRDI Directory of Industries (1987).

A total of 139 firms were identified that were listed in at least one of these three sources as having 500 or more employees. Twenty-three of these were eliminated because they had already worked with FPPS, (firms were eliminated from the sample even if only one branch of the company had been involved with FPPS). An additional ten firms were eliminated because they had responded to an earlier survey of demand conducted by FPPS in November 1988. The final sample included 106 companies with 500 or more employees.

b. Parastatals

The same sources mentioned above were contacted for lists of parastatals in Kenya. Ultimately the same three sources, the CBS master file, Kenya National Chamber of Commerce membership information, and the KIRDI directory, were used to identify a total of 36 parastatals that were listed in at least one source as having 500 or more employees. These firms were checked against a list of State Corporations maintained by the Inspectorate of State Corporations in the Office of the President. Ten of the 36 had already worked with FPPS and were eliminated from the sample. Two additional companies that had responded to the 1988 survey, and one that had made a direct request for assistance to FPPS were also eliminated. The final sample included 23 parastatals with 500 or more employees.

c. Private Health Facilities

Finding reliable lists of privately run health facilities in Kenya proved to be even more difficult than for companies. The Ministry of Health (MOH), National Hospital Insurance Fund (NHIF), Kenya Medical Association, Central Bureau of Statistics, USAID/Kenya, and the African Medical and Research Foundation (AMREF) were all contacted. The main source became the MOH list of registered medical facilities that was published in The Kenya Gazette of 27 January 1989. All facilities listed here as "Non-Government", "Private" or "Company" were identified. Information from the National Hospital Insurance Fund on private, declared NHIF health facilities was used to supplement the MOH list. (The information from NHIF came from an internal computer file and the schedule of declared hospitals under "The National Hospital Insurance Act" as published in The Kenya Gazette of 12 April, 1990.) A few additional facilities were identified from among the membership of the Kenya Medical Association. Information on the status of some of the health facilities, (private or other), differed between lists. Facilities were included in the sample if at least one source identified them as privately run.

After eliminating those that were obviously run by the government, religious organizations, or companies, a total of 125 private health facilities were identified from the three sources to make up the sample. Unfortunately, addresses could not be found for 43 of them. Of the remaining 82, eight had already worked with FPPS, and an additional five had made requests to FPPS for assistance. After eliminating these, the sample of private health facilities totaled only 69. It should be noted that because the source lists were especially outdated and incomplete, the sample might not be representative of the universe of private health facilities in Kenya.

2. Questionnaires

One questionnaire was designed for private companies and parastatals, and another for health facilities, (see Appendices A and H). The questionnaires were mailed with a cover letter printed on FPPS stationery that explained the purpose of the survey. In an effort to increase the response rate to the questionnaire, an addressed, stamped return envelope was included. In addition, extensive telephone follow-up was undertaken, beginning approximately one week after the mailings. The consultant and a Kenyan university graduate spent approximately two and a half weeks doing telephone follow-up. An attempt was made to contact every organization on the mailing list at least one time, with the exception of those organizations for which it was impossible to obtain accurate telephone numbers. It was necessary to mail duplicate questionnaires to many of the organizations, since it often proved to be impossible to trace the originals. It was also necessary to contact most organizations multiple times, in order to try to locate the questionnaire within the institution. During the later stage of the follow-up, organizations were asked to respond to the questions over the telephone, in an attempt to receive the information in time for analysis.

Several caveats should be stated with regard to the survey methodology. As mentioned above, the absence of accurate lists of organizations made it impossible to determine the universe for private firms and health facilities in Kenya. (This was not as much of a problem for parastatals, since the list from the Inspectorate of State Corporations seems to be accurate.) In addition, there may be some bias in the responses, since it is possible that organizations would be more likely to respond if they had some interest in providing family planning services and/or receiving assistance to do so. The results of the survey may not indicate much about those organizations that did not respond, nor about those that were not included in the samples. Finally, telephone follow-up could only be provided to organizations for which working telephone numbers could be found. Thirteen private companies, one parastatal, and eight health facilities could not be contacted by telephone.

B. TEACHER TRAINING COLLEGES

The assessment of potential demand for assistance in providing family planning services among teacher training colleges in Kenya was based on research and interviews. The findings are taken almost entirely from Family Planning Needs in Colleges of Education: Report of a Study of 20 Colleges in Kenya, a report written by Alan Ferguson, Jane Gitonga and Daniel Kabira in November 1988.

C. NON-GOVERNMENTAL ORGANIZATIONS

The study also examined the potential demand for assistance among additional health facilities managed by three associations in Kenya that have worked with the Family Planning Private Sector program. Informal interviews were held with staff at the Christian Health Association of Kenya, Crescent Medical Aid, and the Kenya Seventh Day Adventists Rural Health Services to determine the number of clinics not currently offering family planning that could potentially be in need of assistance. In addition, conversations were held with representatives of Pathfinder and Family Planning International Assistance (FPIA) on the subject of additional organizations that sponsor health facilities that might need assistance in order to provide family planning.

IV. FINDINGS

A. SURVEY

1. Private Companies

a. Questionnaire

The questionnaire that was sent to private companies and parastatals consisted of nine questions, (see Appendix A). It was deliberately designed to be brief in order to encourage people to respond. The information requested on the questionnaire included: the total number of employees, (broken down by males and females); whether or not the firm provides health services for staff, dependents and/or others; whether or not family planning services are available; and whether or not firms that do not provide family planning at present would be interested in doing so if resources were available.

b. Results

Appendix B contains an abbreviated version of the chart of the responses to the survey of private companies. The full chart is attached as Appendix C. It should be noted that the responses to the questionnaire revealed that the information gained from some of the questions was ambiguous. Some attempt was made to clarify items that were not clear during telephone follow-up. For these firms additional notes were written on the questionnaires. Unfortunately, it was not possible to provide this sort of detailed follow-up to all respondents. The introduction to Appendix B contains a detailed description of how the responses to the questionnaire should be interpreted.

Questionnaires were sent to 106 private companies with 500 or more employees in Kenya. Fifteen of the 106 were later eliminated from the sample for various reasons. (Five are going or have gone out of business, three are branches of another company targeted in the survey, six are branches of companies that have already worked with FPPS, and one turned out to be a parastatal targeted in the survey.)

Responses were received by mail or telephone from 56 of the remaining 91 companies in the sample, giving a response rate of 62%. Responses were not received from 35 companies. Ten of the 56 responses had no branch with 250 or more employees, and so could not qualify for FPPS assistance. (See Appendix D for lists of the private companies that do not have any sites with 250 or more employees, those that did not respond, and those that were eliminated from the sample.)

Forty-six companies that responded to the survey could potentially qualify for future project assistance on the basis of size, since they have at least one branch with 250 or more employees. Out of this group, any company that indicated that it provides health services to staff at a company clinic should be considered to be a potential target for the type of assistance that has been offered under the Family Planning Private Sector program. This includes both companies that do not provide family planning services, and those that do, although those currently lacking family planning services might be a priority for assistance. As explained in the introduction to Appendix B, a "Yes" response to the question asking whether or not companies provide family planning does not indicate anything about the extent or quality of the services being offered. Those that already provide some family planning could potentially need assistance to expand or improve services. Further, respondents with a company clinic should be considered to be potentially in need of assistance for family planning regardless of what was indicated for Question #9 on interest in adding family planning if resources were available. Interest and commitment on the part of management in the company is probably one of the most important criteria for ensuring the success of a family planning program. However, as explained in Appendix B, this question is subjective and it is difficult to accurately gauge the interest of management with a brief questionnaire. Because of this, the responses marked on the questionnaire to the interest question are probably not indicative of future demand for family planning assistance. For these reasons all of the companies with company clinics should be considered to be potentially in need of assistance for family planning service provision.

A total of 28 of the 46 respondents have a company clinic, and could potentially be in need of assistance to provide family planning services. (Fifteen of these also provide some health services through an outside clinic, while 13 have only a company

clinic. However, because of the ambiguity surrounding the responses to the question on outside clinics, this information is not very meaningful. See explanation in Appendix B.) The following chart shows the relevant information for the 28 respondents that have a company clinic.

<u>PRIVATE COMPANIES WITH COMPANY CLINIC</u>	<u>FAMILY PLANNING OFFERED</u>	<u>INTEREST IN FAMILY PLANNING</u>
Central Glass Industries Ltd.	No	Yes
Cooper Motor Corporation Ltd.	No	Yes
Firestone E.A. (1969) Ltd.	No	Yes
Hughes Ltd.	No	Yes
Kenya Vehicle Manufacturers, Ltd.	No	Yes
Majani Mingi Sisal Estate	No	Yes
Serena Lodges & Hotels	No	Yes
Siret Tea Co. Ltd. - Kaboswa	No	Yes
Sunflag Spinning Mills (EA) Ltd.	No	Yes
Teita Estate Ltd.	No	Yes
Thika Cloth Mills	No	Yes
Put Sarajevo General Engineering	No	Do Not Know
Kenya Glass Works Ltd.	No	No
NAS Airport Services Ltd.	No	No
Unga Ltd.	No	No
Associated Battery Manufacturing	Yes	Yes
Bamburi Portland Cement Co.	Yes	Yes
Hotel Intercontinental	Yes	Yes
Kenya Bus Services Ltd.	Yes	Yes
Kenya Tea Packers Co. Ltd.	Yes	Yes
Metal Box Co. of Kenya Ltd.	Yes	Yes
Socfinaf Company Ltd.	Yes	Yes
Spin Knit Ltd.	Yes	Yes
E.A. Coffee Plantations - Savani	Yes	-----
East Africa Packaging Industries	Yes	-----
Kicomi (1983) Ltd.	Yes	-----
Koisagat Tea Estate Ltd.	Yes	-----
Hilton Hotel	Yes	Do Not Know

Fifteen of the companies with clinics indicated that they do not offer family planning services to employees, while 13 do. As mentioned above, those that do not yet provide family planning might be priority targets for future assistance. Eleven of the 15 that do not offer family planning indicated that they would be interested in adding it for employees and/or dependents if resources were available. One of the 15 indicated that it did not know if it would be interested, while three stated that they would not be interested in adding family planning. All of these

companies could potentially need assistance to introduce family planning services for staff.

Thirteen other companies with clinics already offer family planning services to employees but could potentially be in need of assistance to expand or improve their programs. Eight of these indicated that they would be interested in adding family planning if resources were available, four left the question on interest blank, and one did not know. (Technically all of these companies should not have answered the question on interest since they already offer family planning. It is possible that a "Yes" response to the interest question for one of these companies suggests that the company is especially interested in expanding family planning services and/or receiving assistance for that purpose.) All of these companies could potentially need family planning assistance.

The remaining 18 companies that responded indicated either that they do not have company clinics but provide some sort of health services through outside clinics, or do not provide health services through either company or outside clinics. As explained above, the information contained in the questionnaire responses regarding provision of health services to employees through an outside clinic (Question #5) is not very meaningful because of the wide range of meanings that could be attributed to "outside clinic". However, if the responses on outside clinics were to be considered relevant, the following seven companies that responded indicating that they do not have company clinics but use outside clinics might merit further study. Five of the seven marked that they would be interested in adding family planning if resources were available, and two others did not know.

<u>PRIVATE COMPANIES WITH NO COMPANY CLINIC BUT WITH OUTSIDE CLINIC</u>	<u>FAMILY PLANNING OFFERED</u>	<u>INTEREST IN FAMILY PLANNING</u>
Kenya Threads Industry	No	Yes
Nyakinyua Investments Ltd.	No	Yes
Raymond Woollen Mills (K) Ltd.	No	Yes
Securicor (Kenya) Ltd.	No	Yes
Timsales Ltd.	No	Yes
Barclays Bank of Kenya Ltd.	No	Do Not Know
Standard Chartered Bank Ltd.	No	Do Not Know

Future program development might focus on developing innovative ways to target this type of company. Companies that provide some medical benefits to employees at outside health facilities could be assisted to provide family planning to staff through the outside clinics. The current FPPS project has already begun to experiment with this approach in Machakos, where it has begun to provide assistance to a private clinic in the urban center that

serves the employees of several firms in the area. FPPS is looking into the possibility of providing this type of system in several other towns, including Eldoret, Kisumu, Nyeri, Nakuru, and Thika.

An additional 11 respondents indicated that they do not provide health services through either a company or an outside clinic. Nine of these do not offer family planning. Six of these nine indicated interest in adding family planning, two do not know, and one left the response blank. An additional two companies with neither company nor outside clinics already offer some sort of family planning, and indicated interest in adding it. All of these companies might be more difficult to reach with future family planning assistance since they do not appear to have any health services or links to clinics. However, another approach to providing family planning assistance to companies has been implemented in Kenya and might provide a useful model for assisting those companies that are interested but lack health facilities. The Population Health Services Commodity Distribution Project has assisted many companies by providing contraceptive supplies and some information on family planning to employees. This type of assistance could be useful for reaching companies without health programs.

<u>PRIVATE COMPANIES WITH NO COMPANY CLINIC NOR OUTSIDE CLINIC</u>	<u>FAMILY PLANNING OFFERED</u>	<u>INTEREST IN FAMILY PLANNING</u>
Akamba Public Road Services Ltd.	No	Yes
E.A. Match Company (Kenya) Ltd.	N/A	Yes
Factory Guards Ltd.	No	Yes
Rai Plywoods (K) Ltd.	No	Yes
TM-AM Construction Group	No	Yes
Wells Fargo Company Ltd.	No	Yes
Bob Morgan Security Services Ltd.	No	Do Not Know
Combined Warehouses Ltd.	N/A	Do Not Know
Kacharoba Estate Ltd.	-----	-----
Orbitsports Ltd.	Yes	Yes
Security Guards Ltd.	Yes	Yes

2. Parastatals

a. Results

The same questionnaire that was sent to private companies was also sent to parastatals. The same caveats that were mentioned with regard to interpreting the responses for private companies apply to parastatals, (see introduction to Appendix B). An abbreviated chart with the information from the questionnaires received from parastatals can be found in Appendix E. Appendix F contains the full chart of responses from parastatals.

Questionnaires were mailed to a total of 23 parastatals. Responses were received by mail or telephone from 20 of them, yielding a response rate of 87%. Responses were not received from three parastatals. Three of the 20 respondents indicated that they have no branch with 250 or more employees and thus could not qualify for project assistance. (Appendix G contains lists of parastatals that responded but have no branch with 250 or more employees, and those that did not respond.)

Seventeen of the 20 parastatals indicated that they have at least one branch with 250 or more employees. On the basis of size, these companies could potentially qualify for assistance in a future family planning program. Out of these 17 parastatals, any firm that indicated that it provides health services to employees at a company clinic should be considered to be a potential target for future family planning assistance, whether it indicated that it does or does not already provide family planning and whether or not it indicated interest in family planning. The same reasoning that was described above to determine which private company respondents would potentially be in need of assistance for family planning applies to the parastatals. Parastatals that do not provide family planning services could be helped to introduce it, while those that do might need assistance to expand or improve services. Those without any family planning at present might be a priority for future assistance. As long as the parastatal has a company clinic, it should be considered to be in possible need of future assistance.

Eight of the 17 parastatals that responded and have large branches have a company clinic. (Four of the eight also indicated that they provide some health services through outside clinics, although this information is probably not meaningful, as explained above.) These eight parastatals should be considered to be potential sources of demand for future family planning assistance of the type offered by the Family Planning Private Sector program. The chart below shows the relevant information for these parastatals.

<u>PARASTATALS WITH COMPANY CLINIC</u>	<u>FAMILY PLANNING OFFERED</u>	<u>INTEREST IN FAMILY PLANNING</u>
Agricultural Development Corporation	No	Yes
Kenya Medical Research Institute	No	Yes
Kenya Taitex Mills Ltd.	No	Yes
Pyrethrum Board of Kenya	No	Yes
E.A. Fine Spinners Ltd.	No	Do Not Know
Kenya Railways	Yes	Yes
Kenya Utalii College	Yes	Yes
Coffee Research Foundation	Yes	N/A

Five of the eight parastatals with company clinics do not currently provide family planning to employees, while three of them do. Four of the five who do not offer it indicated that they would be interested in adding family planning services if resources were available. One of the five that does not currently provide family planning marked "Do Not Know" to the question on interest. All five of these firms could be assisted to introduce family planning.

Three additional parastatals with company clinics do currently provide family planning. Two of them indicated interest in adding it, while the other marked "Not Applicable". All of these companies could also be targets for assistance in expanding or improving their family planning programs. (As described above, any company that already provides family planning should not have responded to the question on interest. It is possible that a positive answer to this question for these companies suggests special interest in family planning or getting assistance.)

The remaining nine parastatals that responded to the questionnaire and have large branches indicated that they have no company clinic. Eight of the nine provide some health services through outside clinics, while one does not. As explained before, the questionnaire information on outside clinics is probably not meaningful very meaningful. However, if the information on outside clinics were held to be relevant, the following eight parastatals that lack company clinics but use outside facilities might merit further consideration. Six of these eight do not offer family planning, while two do. Three of the six that do not offer family planning indicated interest, two did not know, and one marked "No" for interest. One of the two that currently offers some family planning marked "Yes" for interest in adding it, and the other left the question on interest blank. As for private companies, these parastatals that lack company clinics but use outside clinics could possibly be targeted in a future family planning program through an alternative mechanism that assisted the outside clinics.

<u>PARASTATALS WITH NO COMPANY CLINIC BUT WITH OUTSIDE CLINIC</u>	<u>FAMILY PLANNING OFFERED</u>	<u>INTEREST IN FAMILY PLANNING</u>
Coffee Board of Kenya	No	Yes
Kenya Commercial Bank Ltd.	No	Yes
Kenya Seed Company Ltd.	No	Yes
Mount Kenya Textile Mills	No	Do Not Know
Pan Vegetable Processors Ltd.	No	Do Not Know
Agricultural Finance Corporation	No	No
Kenya Tea Development Authority	Yes	Yes
Kenya National Assurance Co. Ltd.	Yes	-----

One remaining parastatal that responded to the questionnaire indicated interest in adding family planning, even though it does not offer health services through a company or an outside clinic. This company might prove to be more difficult to assist with family planning under the FPPS model, although it could possibly be targeted through a program along the lines of the Commodity Distribution Project.

<u>PARASTATALS WITH NO COMPANY CLINIC NOR OUTSIDE CLINIC</u>	<u>FAMILY PLANNING OFFERED</u>	<u>INTEREST IN FAMILY PLANNING</u>
National Irrigation Board	Yes	-----

b. Summary for Companies

36 with company clinic

The responses to the survey revealed that 28 private companies and 8 parastatals have company clinics. This makes a total of 36 firms that could potentially be sources of demand for future assistance in the model of the Family Planning Private Sector program. Twenty of these firms, (15 private companies and five parastatals) do not at present offer family planning services to employees, while 16 do, (13 private companies and three parastatals).

(In the event that a "Yes" response to the question regarding interest in adding family planning were considered to be an additional criterion for determining which companies were potential sources of demand, then 25 of the 36 companies with clinics would fall in this category. Nineteen private companies

and six parastatals indicated interest. Fifteen of these firms do not at present offer family planning, (11 private companies and four parastatals), and ten do, (eight private companies and two parastatals))

It should be noted that a more detailed analysis would have to be carried out before it could be determined that all 36 companies identified as having clinics could actually be assisted under terms similar to those used by the Family Planning Private Sector project. Details on the actual numbers of people eligible to use the company clinic, staff and equipment of the health clinic, and perhaps most importantly, the interest and commitment of management regarding provision of family planning services for employees would all have to be assessed. Nevertheless, all 36 are potentially in need of family planning assistance.

c. Additional Branches for Companies in Survey

Some of the companies with clinics also have additional branches that have 250 or more employees that could be in need of family planning assistance in a future FPPS-type program. Information from the questionnaires revealed that four companies have an additional branch that has its own clinic. These are East Africa Coffee Plantations (Kepchomo Estate returned a separate questionnaire from Savani Estate), E.A. Packaging Industries, Metal Box Company of Kenya Ltd., and the Agricultural Development Corporation, (the Agricultural Development Corporation has 52 branches with 250 or more employees, but only one additional branch has its own dispensary). These four branches should be considered to be additional sites with potential demand for assistance in family planning service provision.

In addition, several other of the private firms and parastatals with company clinics that were identified by the survey indicated that they have other branches with 250 or more employees. However, the information contained in the questionnaires does not identify which or how many of these large branches also have company clinics. Further follow-up is needed for the companies listed below to determine how many of the separate branches have their own clinics and could potentially be in need of assistance.

<u>Private Companies with Company Clinic</u>	<u>Interest in Family Planning</u>	<u># Branches with 250+ Employees</u>
E. A. Coffee Plantations		
-Savani Estate	-----	2
-Kepchomo Estate	Yes	2
Majani Mingi Sisal Estate	Yes	3
Serena Lodges & Hotels	Yes	2
Siret Tea Co. - Kaboswa	Yes	3
Socfinaf Co. Ltd.	Yes	7
Teita Estate	Yes	3

<u>Parastatals with Company Clinic</u>	<u>Interest in Family Planning</u>	<u># Branches with 250+ Employees</u>
Kenya Railways	Yes	Several

3. Health Facilities

a. Questionnaire

The questionnaire that was sent to private health facilities consisted of eight questions, (see Appendix H). The questionnaire was made to be as brief as possible to encourage people to respond. The questionnaire asked respondents to provide information on the type of health facility, (hospital, nursing home, etc...); the type of organization that administers the facility, (government, private, etc...); the average number of clients served in a week, and of these, the percentage that is female; whether or not family planning, maternal and child health care, delivery and surgical services are offered; and whether or not facilities that do not at present provide family planning services would be interested in introducing them if resources were available.

b. Results

Appendix I contains a condensed version of the chart of responses to the survey of private health facilities, along with a brief guide to interpreting the responses. The full version of the chart can be found in Appendix J. The questionnaire for health facilities proved to be very straightforward, with almost no ambiguities. Very few responses required telephone follow-up for clarification.

Questionnaires were sent to 69 private health facilities in Kenya. Five were later eliminated from the sample for various reasons. (One clinic turned out to be attached to a hospital already targeted by the survey, one turned out to be a specialist clinic for eyes while another treated only children, one turned out to be a government hospital, and another was run by a religious organization and provided only natural family planning.)

Responses were received by mail or telephone from 46 of the remaining 64 facilities in the sample, giving a response rate of 72%. Responses were not received from 18 health facilities. (See Appendix K for lists of the facilities that did not respond, and those that were eliminated from the sample.)

Basically all 46 respondents should be considered to be potentially in need of future assistance under a family planning program modeled on the Family Planning Private Sector project. Provision of family planning falls within the normal sphere of activity for health facilities, (with the exception of some religious ones, which were eliminated from the sample). Thus the respondents could all be considered to be potentially interested in offering family planning. Most facilities would also be capable of offering family planning services, although some might require different degrees of assistance to do so. In fact, 35 of the 46 respondents indicated that they already provide some family planning. Only 11 health facilities that responded do not presently provide family planning services. These facilities without family planning might be a priority target for future assistance. As was explained earlier for companies, the questionnaire information does not include any details on the type, quality and extent of family planning services offered. Those that indicated that they already provide family planning could be in need of assistance to improve or expand services. For these reasons all 46 respondents should be considered to be potentially in need of assistance, regardless of whether or not they provide family planning, and no matter what response they marked regarding interest in adding family planning. The following chart lists the responses for health facilities.

<u>HEALTH FACILITY</u>	<u>FAMILY PLANNING PROVIDED</u>	<u>INTEREST IN FAMILY PLANNING</u>
Alpha Maternity Home	No	Yes
Bethany Hospital	No	Yes
City Nursing Home	No	Yes
Guru Nanak Clinic	No	Yes
Huruma Medical Centre	No	Yes
Nakuru War Memorial Hospital	No	Yes
Soc. Serv. League (MP Shah) Hosp.	No	Yes
Uasin Gishu Memorial Hospital	No	Yes
Wangu Maternity Home	No	Yes
Young Muslim Dispensary	No	Yes
Burhani Foundation Clinic	No	Do Not
Avenue Nursing Home	Yes	Yes
Boya Rural Nursing Home	Yes	Yes
Bungoma Nursing Home	Yes	Yes
Guru Nanak Ramgarhia Hospital	Yes	Yes
Kibirichia Maternity Home	Yes	Yes
Koru Nursing Home	Yes	Yes
Lake Nursing Home	Yes	Yes
Machakos Nursing Home	Yes	Yes
Oruba Nursing/Maternity Home	Yes	Yes
Park Road Nursing Home	Yes	Yes
Ramgarhia Sikh Dispensary	Yes	Yes
Vibhakar's Maternity/Nursing Home	Yes	Yes
Aga Khan Hospital (Kisumu)	Yes	-----
Central Memorial Hospital (Thika)	Yes	-----
Christa Marianne Nursing Home	Yes	-----
Galana Hospital	Yes	-----
Ideal Nursing Home	Yes	-----
Inder Nursing Home	Yes	-----
Jamaa Maternity Hospital	Yes	-----
Kericho Nursing Home	Yes	-----
Kikuyu Nursing Home	Yes	-----
Kitale Nursing/Maternity Home	Yes	-----
Limuru Nursing Home	Yes	-----
Menengai Nursing/Maternity Home	Yes	-----
Meru Nursing Home	Yes	-----
Milimani Nursing Home	Yes	-----
Mombasa Hospital Association	Yes	-----
Mount Elgon Hospital	Yes	-----
Pandya Memorial Hospital	Yes	-----
Radiant Health Clinic	Yes	-----
Thika Nursing Home	Yes	-----
Webuye Nursing Ho.	Yes	-----
Aga Khan Hospital (Mombasa)	Yes	N/A
Aga Khan Hospital (Nairobi)	Yes	N/A
Guru Nanak Harambee Dispensary	Yes	N/A

Of the 11 facilities that do not offer family planning, ten marked "Yes" and one marked "Do Not Know" to the question on interest in adding family planning if resources were available. Of the 35 that do offer family planning, 12 marked "Yes", 20 left it blank, and 3 marked "N/A". As was discussed for companies, the answers to this question are subjective. In addition, the question was not designed to be answered by facilities that already offer family planning. Because of this, it is not clear that significant meaning can be attributed to the survey responses to this question, especially for those that answered "Yes", even though they already offer family planning. Through additional notes attached to the questionnaire, several of these facilities explained that they would like to receive assistance for the family planning they already offer in order to be able to expand or improve services. Some of the facilities already offering family planning that left the interest question blank could possibly be interested in the same type of assistance.

It should be noted, however, that even for clinics that are found to be very interested in introducing or expanding family planning services, more detailed information would be needed to determine whether or not they could receive assistance of the type that has been offered under the Family Planning Private Sector program. Staff from FPPS carry out a detailed analysis of interested clinics. Questions are asked on staffing and equipment, proximity of alternative health facilities, distances traveled by clients, potential to serve the employees of small industries in the area, and other issues. A combination of criteria are used to determine eligibility.

c. Summary

46 health facilities

All 46 of the health facilities that responded to the questionnaire should be considered to be potential sources of demand for assistance in a future family planning program modeled on the FPPS program. Eleven respondents do not yet offer family planning and could be priority targets for assistance designed to introduce such services. Thirty-five other respondents already offer some family planning but could potentially be in need of assistance to expand or improve their services.

(If interest in adding family planning as indicated on the questionnaire were considered to be relevant, then ten of the 11 that do not offer family planning, and 12 of the 35 that do offer it, could be priority targets for assistance. These 22 facilities all marked "Yes" for the interest question.)

B. TEACHER TRAINING COLLEGES

During the implementation of the Family Planning Private Sector project, teacher training colleges were identified as another potential source of demand for family planning assistance. FPPS has helped two colleges of education, Kagumo and Siriba colleges, to provide family planning services at their health clinics. Through clinics, the colleges provide health services to institutional populations of students. There is substantial evidence suggesting that the female students at the teacher training colleges have a pressing need for family planning services.

A detailed study of these needs was carried out in 1988 by representatives of the GTZ Support Unit of the Division of Family Health of the Ministry of Health, and the Family Planning Association of Kenya. The study, Family Planning Needs in Colleges of Education: Report of a Study of 20 Colleges in Kenya, was prepared by Alan Ferguson, Jane Gitonga and Daniel Kabira and published in November 1988. (The information contained in the rest of this section is taken almost entirely from the Ferguson et al report.)

The study was sanctioned by the Ministries of Education and Health (Division of Family Health). The study covered 20 of the 23 then existing teacher training colleges. The purpose of the study was to examine the problem of female students dropping out of school because of unplanned pregnancies, find out more about the family planning needs of female students, and assess the prospects for introducing family planning services in college health facilities. The major tool used was a survey of Knowledge, Attitudes and Practices among a sample of female students, and informal interviews of academic and health staff at the colleges.

Four of the colleges already had some form of family planning services. Two colleges that were not included in the study were working with FPPS, (Kagumo and Siriba). Two others that were included in the study provided limited family planning services.

The major conclusions of the study were that the great majority of female students and nearly all of the clinic staff at the colleges supported the idea of offering family planning services at the health facilities. Most academic staff seemed to be concerned about the pregnancy drop-out problem. However, a significant proportion of them opposed introducing family planning on the grounds that it would lead to an increase in promiscuity among students. In spite of this, it was concluded that a slight majority of academic staff would probably approve of introducing family planning in the college clinics. The study concluded that action should be taken to provide family planning services in all of the colleges. It argued that the program

should be based on the methods used by FPPS in its work with Kagumo and Siriba colleges, and should include a training program for clinic staff, renovation and equipping of clinic facilities, and provision of contraceptives. (The 1988 study found that most of the colleges in the survey would be able to add family planning services without significant changes to the facilities. However, eight did not have adequate space. Only two of them were believed to require construction of a new space.)

The study also recommended that certain colleges receive priority for assistance, based on such factors as the number of students, the pregnancy drop-out rate, and staff attitude toward family planning services. The total female enrolment at the 20 colleges in the survey was approximately 6,000, (an average of 300 per college).

Despite the strong recommendations, little action appears to have been taken since the report was issued. It seems that FPPS agreed to assist with the training portion of the recommended program, and some attempt was made by FPPS and the GTZ Support Unit of the Division of Family Health to launch the training program. However, no action was apparently taken by the Ministry of Education, and the introduction of family planning services at the teacher training colleges did not begin.

Currently there are 21 teacher training colleges. Fifteen are run by the government and specialize in primary education. Three other government-sponsored colleges provide training for secondary education. Finally, there are three private primary education colleges. The current set of 21 colleges is nearly identical to the group of 23 that existed at the time of the survey in 1988. Moi teacher training college in Eldoret has since become a university, no longer offering teacher training, and is covered by FPPS. The same is true for Siriba college.

Because the set of teacher training colleges is virtually identical, and there is no indication that any change has occurred from the point of view of the Ministry of Education, the situation appears to be basically the same as it was two years ago. The findings of the 1988 study regarding the great need for family planning services at the teacher training colleges should be considered valid. However, it is difficult to determine how easy it would be to offer family planning assistance to the colleges, given the history described above.

C. NON-GOVERNMENTAL ORGANIZATIONS

Informal interviews were held with three different non-governmental organizations that administer health facilities in different parts of Kenya and have worked extensively with Family Planning Private Sector. All three are religious organizations. Numerous health facilities under the Christian Health Association of Kenya, Crescent Medical Aid, and the Kenya Seventh Day Adventists Rural Health Services have had subprojects with FPDS.

1. Christian Health Association of Kenya

The Christian Health Association of Kenya (CHAK) is a membership organization that provides support to more than 200 health facilities managed by 18 different Christian denominations throughout Kenya. Records show that in December 1989 there were 204 active health facilities under the CHAK umbrella. Of these, 17 were hospitals, 29 were health centers, and 158 were dispensaries. (CHAK carries out an annual survey of the health facilities to update records on status.)

Fifteen of the total number of facilities have been assisted by Family Planning Private Sector. An additional 18 sites were covered under a Ministry of Health sponsored Integrated Rural Health program that provided rehabilitation for provision of family planning and maternal and child health care. The funding for those 18 sites will expire in December 1990. CHAK is currently writing a proposal for a family planning program that would cover all of the facilities. They would like family planning to be part of an integrated community health program.

It is difficult to determine exactly which health facilities under CHAK currently provide family planning. A CHAK staff member estimated it at approximately 60%. However, the results of the most recent annual survey indicated that 82% of the hospitals, 68% of the health centers that reported, and 68% of the health centers that reported provided family planning. (This information is based on responses to the latest annual survey as indicated in a computer file of October 1990. In that record 100% of hospitals, 86% of health centers, and 82% of dispensaries had reported, for an overall response rate of 84%).

An estimate of the number of CHAK health facilities that do not provide family planning can be derived from this data on responses to the latest CHAK annual survey of facilities. The above mentioned computer record indicates that 14 of the total number of 17 hospitals reported that they provide family planning. Three hospitals reported that they do not. Seventeen of the 25 health centers that reported indicated that they provide family planning, which means that at least eight do not.

(Four health centers did not report, and some of them might not provide family planning.) Sixty-six of the 129 reporting dispensaries do provide family planning, which leaves 63 that do not. (Some of the additional 29 dispensaries that did not report as of October 1990 may not provide family planning.)

Thus the total number of CHAK health facilities that do not provide family planning can be estimated as:

Hospitals	3
Health Centers	8
+ <u>Dispensaries</u>	<u>63</u>
Total:	74

There may be additional health centers and dispensaries that do not provide family planning that had not reported in time to be included in the October 1990 list.

All of these facilities could possibly be targets for an extended assistance program modeled on the Family Planning Private Sector project. CHAK is clearly interested in supporting family planning programs among its member health facilities, and as mentioned above, is hoping to cover all of the members in a comprehensive family planning assistance program. However, a CHAK representative stated that some 40% of the health facilities have not been rehabilitated yet, and so might not be able to introduce family planning. It is difficult to know whether or not all of these facilities could be assisted under the type of system that has been applied in the FPPS program.

A CHAK representative explained that problems related to the existing family planning programs have included difficulty in paying staff. Inadequate salaries have resulted in high turnover after training. The quantity and quality of equipment have been inadequate for some sites. CHAK perceives an ongoing need for community outreach and education. These factors suggest that some of the facilities that have already received FPPS assistance might be in need of additional help in the future.

In conclusion, at least 74 CHAK health facilities do not offer family planning services. Some of these might require physical rehabilitation before they could introduce family planning. Facilities that have been assisted by FPPS may need some additional support.

2. Crescent Medical Aid

Representatives of Crescent Medical Aid informed the consultant that FPPS currently works with eight of ten existing health clinics. The two that do not yet receive FPPS assistance are Mtongwe Clinic in Mombasa, and Muslim Hall in Nakuru. Both have

been functioning for approximately a year, and both see between 70-80 clients per day. Both clinics have apparently already applied to become FPPS subprojects. Crescent Medical Aid also stated that three additional clinics are in the early planning stages and might be functioning one to two years from now, in Kariobangi North, Athi River, and Kitui.

The staff at Crescent Medical Aid explained that some of the current subprojects are in need of replacement equipment. Staff salaries are also a problem, since employees have tended to go elsewhere in search of higher pay, after receiving family planning training. Crescent is also having trouble absorbing the payment of Community Health Workers' salaries since FPPS funds ceased.

Crescent Medical Aid staff explained that they view the Community Based Distribution program as the most valuable service that has arisen from the FPPS assistance. An interesting fact that came to light during the interview is that some of the Crescent health clinics have links to companies. Some clinics have arrangements with companies whose staff use the facilities, at company expense. Crescent views the arrangements as very useful, since they generate income for the clinics. In addition, a staff member visits companies to distribute contraceptives and information on family planning. Currently a fee of 15 Kenya shillings is charged for a family planning visit at most of the clinics.

In conclusion, it seems that two new Crescent Medical Aid clinics could potentially be targets for future family planning assistance modelled on the current FPPS program. In addition, the clinics that have already been assisted by FPPS now seem to need additional funds in order to maintain the family planning services.

3. Kenya Seventh Day Adventists Rural Health Services

The Kenya Seventh Day Adventists (SDA) Rural Health Services was established by the SDA church to coordinate rural dispensaries run by SDA throughout the country. The organization administers 39 health facilities throughout the country. Three of the facilities are classed as health centers, and the rest are dispensaries.

Family Planning Private Sector has assisted approximately 35 of the total number of clinics administered by SDA. The four remaining clinics have recently opened and SDA hopes to secure FPPS assistance for them. In addition, SDA has tentative plans to open two more facilities. The four new health facilities, which would be a likely target for future family planning assistance, are:

Kebokyek SDA Dispensary (Kericho)
Chepareria SDA Dispensary (Kapenguria)
Bukwalla SDA Dispensary (Yala)
Rapedhi SDA Dispensary (Ndhiwa)

Three of the four see very few clients per week. It is not clear that they would be eligible for assistance of the type that has been offered by FPPS. However, the clinics are new, and the number of clients may increase.

SDA Rural Health Services has instituted a nominal charge of five Kenya shillings for family planning services at 25 of the clinics. Staff believe that this has led to a decline in family planning client visits at some of these clinics. The headquarters representative explained that the intent of the charges is to try to cover some of the costs of running the facilities, and to plan for the future cessation of FPPS funds. This effort to make the family planning program more sustainable is notable, although the resulting decline in client visits for family planning services should be carefully studied.

SDA Rural Health Services feels that the staff of the facilities that have already been assisted by FPPS need more training, both in outreach and clinic based services. The field motivators of the facilities do not receive enough remuneration. Transport is also a problem, both in terms of the vehicle for SDA Rural Health Services, and maintenance of the bicycles belonging to the field workers. SDA Rural Health Services views maternal and child health care as a priority for the future, to be integrated with family planning. Community outreach is also a priority. A problem related to outreach is that field motivators are often asked to work in the clinics, where staff are overworked, instead of out in the communities. SDA Rural Health Services is planning to broaden the community education program for family planning by using church related youth, women's, and evangelist groups. They would like to give training in family planning and health to members of these groups, who could then spread information in the communities.

In conclusion, it seems that there are four additional health facilities administered by the Kenya SDA Rural Health Services that could be targeted by future family planning assistance delivered in a form based on the Family Planning Private Sector program. Some of them might have too small a client base to qualify for assistance. At least some of the facilities that have already been assisted by FPPS also appear to need more support.

4. Conclusion for NGOs

It appears that the information on the additional health facilities administered by the Christian Health Association of Kenya, Crescent Medical Aid, and the Kenya Seventh Day Adventists Rural Health Services is not clear cut enough for them to be added to the results from the questionnaires. The number of facilities administered by these NGOs that do not yet offer family planning can be estimated as:

74	CHAK
2	Crescent
+	<u>4 SDA</u>
Total: 80 health facilities	

However, it is not clear that all of the facilities would qualify for assistance of the type that has been provided by FPPS. Another factor is that some of the facilities run by these organizations that have already been helped by FPPS seem to be in need of additional assistance.

Representatives of Pathfinder and Family Planning International Assistance in Nairobi were also consulted for suggestions of additional organizations that sponsor health facilities that might be in need of assistance for family planning services. No organizations were identified as being clearly in need. However, a staff member from Pathfinder suggested that perhaps the following organizations would merit looking into in order to determine their possible need for assistance for family planning service provision. The organizations mentioned were the Aga Khan Foundation, the Kenya Muslim Welfare Association, the Red Cross Society, the Salvation Army, and World Vision.

V. ADDITIONAL POTENTIAL DEMAND

Some of the organizations that have not responded to the present questionnaire survey might be in need of assistance for family planning service provision. In addition, there are three other sources of potential demand that could augment the results of the present survey. A survey of demand among companies that was carried out in 1988 by FPPS indicated the existence of some additional large companies that would be interested in receiving assistance to offer family planning services to employees. In addition, several of the companies that have worked with Family Planning Private Sector as subprojects have other large branches that could potentially be targeted with future assistance. Finally, many requests from companies and health facilities have been received directly by FPPS. The firms identified by the 1988 survey should be added to the results of this questionnaire survey. Organizations from the other two sources should not be

added, because details are not available for many of the organizations and because the data is old for some of them. However, some of these would also no doubt prove to be potentially in need. The great number of branches of existing subprojects and requests received by FPPS suggests that the number of potential future subprojects is actually far greater than the present study can document.

A. 1988 SURVEY

A survey of potential demand for assistance to provide family planning services to employees was carried out by Family Planning Private Sector in 1988. Questionnaires were sent to approximately 2,500 companies in Kenya. The sample was not limited to large firms. Sixty-nine responses were received to the survey. A number of firms that responded to the survey later became FPPS subprojects. The following eight firms did not become subprojects, but responded indicating that they had 50 or more employees, offered health services to employees, and were interested in receiving assistance to offer family planning services to employees:

<u>Company</u>	<u>Interest in Family Planning</u>
Kaisugu Ltd.	Yes
Kapsumbeiwa Tea Factory	Yes
Karirarana Estates Ltd.	Yes
Ken Knit (K) Ltd.	Yes
Njoro Canning Factory Ltd.	Yes
Nyambene Tea Company Ltd.	Yes
Rift Valley Textiles Ltd.	Yes
Unga Feeds Ltd.	Yes

It is not possible to verify whether or not these companies offered family planning to employees. Nevertheless, this data should be added to the results from the present survey. Thus the total number of companies with clinics is:

36 (firms with company clinics from present survey)
+ 8 (firms with health services from 1988 survey)
Total: 44

(The total number of companies with clinics that expressed interest in family planning is: 25 (from this survey) + 8 (from 1988 survey) = 33.)

B. BRANCHES OF FPPS-ASSISTED COMPANIES

The Family Planning Private Sector project has worked with several firms that have large branches that have not yet received FPPS assistance for family planning services. It is difficult to determine if these branches could all potentially become subprojects in their own right, since some might be too small or might lack health services. These three companies merit further investigation:

- Kenya Breweries Ltd. (FPPS has not worked with the Kisumu or Mombasa branches yet.)
- Kenya Posts & Telecommunications (FPPS has only worked within Nairobi.)
- East African Industries (FPPS has not worked with the Mombasa branch.)

Added to these should be various tea companies. FPPS has worked with tea estates belonging to the major firms in the country. It is not possible to list all of the additional estates not yet reached by FPPS assistance. (It is possible that some of the tea estates targeted by the present survey are actually subsidiaries of large companies already working with FPPS.) Future planning for program assistance should include study of the additional branches for the following tea companies that have worked with FPPS to date. There is room for expansion to additional estates for some of these companies.

- African Highlands
- Brooke Bond
- Kenya Tea Growers Association - Kericho
- Limuru
- Nandi Hills

C. REQUESTS

Family Planning Private Sector has received numerous requests for assistance in offering family planning services from companies and private health facilities. The following lists include eight firms and 28 private health facilities that have made direct requests to FPPS. However, details are not available on the nature of the facilities available for all of the requests, and some of them are several years old. Because of these factors they should not be added to the results from the present survey, although at least some of the following could certainly still be potential targets for future assistance.

Companies

EATAC (Eldoret)
Galot Industries
Galsheet Kenya Ltd.
Kenya Airways
Kenya Power & Lighting
Laikipia Ranching Company
Mau Forestry Ltd.
Mohan Meakin

Health Facilities

Africa Health Services (Maai Mahiu- Kijabe)
Aga Khan Hospital, Nairobi (requested assistance for employees)
Apex Nursing Home (Nairobi)
Bakarani Medical Clinic (Mombasa)
Diani Clinic
Happy Health Clinic (East Kitutu, Kisii)
Hatimy, Dr. Alhad Clinic
Home Health Clinic (Kebirigo, Nyanira)
Jamii Medical Center (Karatina)
Jata Medical & Maternity Centre (Rongo, Kamagambo)
J.E.C. Health Services (Nairobi)
Kakamega Highway Nursing Home (Kakamega)
Kirika, Dr. (Thika)
Kisauni Nursing & Maternity (Mombasa)
Magua, Dr. Billy N. (Naivasha)
Mariini Maternity (Nyeri)
Mungungu Clinic (Koyonzo-Mumias, Kakamega)
Nairobi Hospital (requested assistance for employees)
Nyeri Medical Center
Old Mutual Group Practice (Nairobi)
Palani Medical Center (Mariakani)
Rift Valley Nursing Home (Naivasha)
St. Jude's Clinic (Msambweni)
St. Leonard's Maternity (Kericho)
Ugenya Cottage Hospital (Siaya)
Ugeng'a Health & Family Planning Centre (Nairobi, Busia)
Umoja Maternity Home (Nairobi)
Usagi, Dr. (Kitale)

VI. CONCLUSION - RECOMMENDATIONS

The results of the present study indicate that the following organizations could potentially be in need of future family planning assistance in the form offered by the current Family Planning Private Sector program. The totals are based on the results of the present questionnaire survey of private firms, parastatals, and private health facilities, on the results of the 1988 survey carried out by FPPS. (Appendix L contains a more detailed summary of the data.)

36 firms with company clinic from present survey
46 health facilities from present survey
+ 8 firms with health services from 1988 survey

Total: 44 firms
+ 46 health facilities
90 potential organizations

(Alternatively, if only those organizations that specifically indicated interest in providing family planning services on the questionnaires are included, the following numbers would be potential targets for assistance:

25 firms with company clinic from present survey
22 health facilities from present survey
+ 8 firms with health services from 1988 survey

Total: 55 potential organizations)

It should be noted that the characteristics of these organizations would need to be assessed in greater detail before firm conclusions could be drawn about whether or not they could actually be assisted on terms similar to those used in the current FPPS program. For firms, detailed information on the medical facilities, staff, services offered, clients served, and the interest of management would be needed. For private health facilities, more information would be needed on such things as staff and equipment, the proximity of alternative facilities, distances traveled by clients, and potential to serve employees of companies in the area.

The organizations included in the lists above are those which were assessed by the present study and the 1988 survey of demand administered by Family Planning Private Sector, and for which evidence of potential demand for assistance in providing family

planning services within the organizations was found. There are indications that the lists could be greatly expanded, although the evidence is not as clear cut. Some of the organizations that did not respond to the present questionnaire survey might need assistance to provide family planning services. There are also many additional health facilities not yet offering family planning services that are administered by the three NGOs that have been assisted by the current FPPS project. The Christian Health Association of Kenya, Crescent Medical Aid, and the Kenya Seventh Day Adventists Rural Health Services all have additional facilities that are potentially in need of family planning assistance. In addition, it is very likely that the other large branches of companies that have been assisted by FPPS could become subprojects, although the branches would need to be individually assessed. Direct requests for assistance have been received by FPPS from eight more companies, and 28 private health facilities. All of these organizations would need to be examined in greater detail to determine whether or not they would qualify for assistance of the type that has been offered under the program to date.

In addition, there are 20 teacher training colleges that could be assisted to provide family planning services to students. The need for family planning services in the colleges is well documented by the Ferguson et al study. Some administrative or political constraints would have to be overcome before such assistance could be implemented, however.

In conclusion, evidence from the survey and from other sources suggests that the potential demand for assistance in providing family planning services among large firms and private health facilities in Kenya in the form that has been provided by the Family Planning Private Sector is very great. Ninety organizations have been identified that demonstrate potential need for assistance to provide family planning to their employees or clients. Not all of the identified organizations would necessarily end up working within a future project. However, evidence from the additional sources listed above suggests that the number of organizations that need and could benefit from future assistance is at least as great as the number of organizations that has been assisted by the current program to date.

The Family Planning Private Sector program has been evaluated and judged to be a very effective project. The evidence of significant potential unmet demand for assistance for family planning service provision among large companies and private health facilities as revealed by this study suggests that there is great need to continue the type of assistance that has been offered under the program.

ORGANIZATIONS CONSULTED

Representatives of the following organizations were contacted for advice and information. Their assistance is greatly appreciated.

African Medical and Research Foundation (AMREF)
Center for African Family Studies
Central Bureau of Statistics
Christian Health Association of Kenya
Crescent Medical Aid
Family Planning International Assistance
Family Planning Private Sector Programme
Federation of Kenya Employers
Inspectorate of State Corporations (Office of the President)
Kenya Association of Manufacturers
Kenya Industrial Research and Development Institute
Kenya Medical Association
Kenya National Chamber of Commerce
Kenya Seventh Day Adventists Rural Health Services
Ministry of Education
Ministry of Health, including the Division of Family Health and the
Information and Planning Systems Project
National Hospital Insurance Fund
Pathfinder
Population and Health Services
Population Services International
Research International East Africa
USAID/Kenya
U.S. Department of Commerce
World Bank

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APPENDIX A
QUESTIONNAIRE FOR COMPANIES



Family Planning Private Sector Programme

7th Floor, Longonot Place Kijabe Street, P O Box 46042, Nairobi, Kenya
Telephone 24646, 24655, 27614, 29159 Telex 25342 "USIGROUP"

October 30, 1990

The Managing Director

Dear Sir or Madam:

The Family Planning Private Sector program (FPPS) was created in 1984 to provide family planning services in the private sector. FPPS operates under the guidance of the National Council for Population and Development (NCPD) of the Ministry of Home Affairs and National Heritage. The NCPD is the government organization that provides policy guidance and coordinates family planning activities in Kenya. Under the FPPS program, financial, logistical and training assistance have been offered to approximately 30 private companies and parastatals to introduce or expand family planning services offered to employees, and in some cases to dependents and surrounding communities. Assistance has also been offered to private health clinics throughout the country. The programme is funded primarily by the United States Agency for International Development (USAID).

As the current project is scheduled to end in September 1991, USAID is now determining if there is need for a follow-on phase of the program. USAID would like to estimate the potential demand for family planning assistance that exists among organizations that have not yet been involved in the project. In order to do this we are sending the attached questionnaire to a sample of the largest companies and parastatals in Kenya. The purpose of the questionnaire is to find out if companies offer health and family planning services to employees and dependents. Your assistance in completing the attached questionnaire would be extremely helpful.

Please be assured that the questionnaire is informal, and is meant to serve as a guide for USAID's planning. Your responses will be kept confidential. We hope that you will take a few minutes to complete the questionnaire and will return it as quickly as possible in the enclosed, stamped envelope. We appreciate your assistance. Thank you.

Sincerely,

Mary Ibutu
Program Administrator

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QUESTIONNAIRE

1. Name of Firm/Organization: _____
 Postal Address: _____

 Telephone Number: _____
 Name of Contact Person: _____
 Title of Contact Person: _____

2. Approximately how many people are employed by your organization, (full time and casual)?

Total Employees: _____

3. How many of the total employees are men and how many are women?

Male Employees: _____ Female Employees: _____

4. If the organization has more than one branch, factory, plantation or work site, please list all of the branches that have at least 250 employees. For each branch, please indicate the total number of people that work there, (full time and casual), and the number of male and female employees.

<u>Branch</u>	<u>Total Employees</u>	<u>Male</u>	<u>Female</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

(Please continue on separate sheet of paper if necessary.)

5. Do any of the branches or work sites that have at least 250 employees provide the following for staff?

	<u>YES</u>	<u>NO</u>
- health services at company clinic	_____	_____
- health services at outside clinic	_____	_____

6. If health facilities/services are provided, are the following people eligible to use them?

YES NO

- dependents of employees

- others (surrounding community)

7. If health facilities/services are provided, are family planning services available?

YES _____ NO _____

8. If family planning services are provided, are the following services available?

YES NO

- contraceptives

- counselling

9. (FOR THOSE ORGANIZATIONS THAT DO NOT AT PRESENT PROVIDE FAMILY PLANNING SERVICES):

If resources were available, would the organization be interested in adding family planning services for employees and/or dependents?

YES _____ NO _____ DO NOT KNOW _____

THANK YOU!

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APPENDIX B

PRIVATE COMPANIES - RESPONSES

Some of the items on the questionnaire that was sent to private companies and parastatals resulted in ambiguous responses. Some attempt was made to clarify these responses with telephone follow-up, although this was not possible for all respondents. The following notes should serve as a guide to interpreting the responses in the chart.

For responses received by mail, answers were left as marked on the questionnaire, unless telephone follow-up occurred. If clarification was received by telephone on mailed questionnaires, or if the entire questionnaire was answered by telephone, then responses were adjusted or marked according to the following guidelines. Additional notes were marked directly on the questionnaires.

Question #4

The questionnaire attempted to screen out companies whose employees were so dispersed that no site had 250 or more employees. (The figure of 250 employees as the minimum size was provided by FPPS staff as a rough indicator for determining whether or not companies are large enough to potentially qualify for project assistance.) Results indicated that the wording of this question was somewhat confusing to some companies. The responses for these firms were followed-up by telephone and clarified. In the chart, the column "# of Branches 250+ Employees" indicates the number of branches that have 250 or more employees. If the company has no branches, "N/A" (for "Not Applicable") is marked in this column. Note that for companies with more than one of these large branches it is not possible to know which of the branches the responses to the rest of the questions on the questionnaire refer to.

Question #5

Question #5 asked respondents to indicate whether or not they provide health services for staff at a company clinic or an outside clinic. A "Yes" response for company clinic does not indicate anything about the type of clinic that is provided for staff. (For responses received by telephone, "Yes" was marked to indicate the presence of any health facility, even a simple dispensary.)

A "Yes" response for outside clinic could represent any one of a wide range of situations, from one in which a company provides full medical coverage for staff and has a special arrangement with a particular outside clinic, to one in which a company has no medical scheme and simply refers employees to any number of

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health facilities in the area. (For responses received by telephone, "Yes" was marked if a company provides some degree of medical coverage to at least some employees at an outside facility.) Because the information regarding outside clinics is so ambiguous, it is difficult to draw meaningful conclusions about the responses to this item.

A company's response to Question #5 places it in one of four groups:

a) Yes Company Clinic, Yes Outside Clinic

If a company indicated that it provides health services at both a company clinic and an outside clinic, the responses to the rest of the questions may refer to either clinic.

b) Yes Company Clinic, No Outside Clinic

If a company indicated that it provides health services at a company clinic but not through an outside clinic, it may be assumed that the rest of the responses on the questionnaire refer to the company clinic.

c) No Company Clinic, Yes Outside Clinic

Because of the ambiguity of what is meant by outside clinic, the responses to the rest of the questions are more uncertain. The second part of Question #6, referring to eligibility of others to use health facilities, should be "N/A" for firms in this category, since outside clinics must be open to others.

d) No Company Clinic, No Outside Clinic

If a company indicated that health services are not provided through a company nor an outside clinic, Questions #6-8 should be "N/A".

Question #6

This question asked whether or not dependents and others are eligible to use health facilities, if they are provided. There is some uncertainty regarding the responses for dependents, since many firms only provide health benefits to the dependents of some categories of employees. (For responses received by telephone, a "Yes" was marked for dependents if the dependents of at least some of the staff are eligible.)

Question #7

The question on availability of family planning services was phrased to be dependent on provision of health services at either a company or outside clinic. For a firm that has no company

clinic but uses an outside clinic, this question is ambiguous. The response could refer to the availability of family planning at the outside clinic, or at the company itself. (For responses received by telephone, this question was answered with reference to availability of family planning at the company itself.) Question #7 should be "N/A" for a company that does not provide health services at either type of clinic. However, it is possible for family planning services to be provided in the absence of a clinic, and the questionnaire would not necessarily account for this.

In addition, a positive response to the question on provision of family planning services does not indicate any details on the types, quality and amounts of family planning offered, although additional notes on some of the questionnaires provide more information. (For responses received by telephone, a "Yes" was marked even if the family planning services offered were minimal.) For this reason even those companies that already provide family planning could be considered to be potentially in need of assistance to improve services.

Question #8

The question on availability of contraceptives and counselling was phrased to be dependent on the provision of family planning services. If the response to Question #7 is "No" or "N/A", then Question #8 should be "N/A".

Question #9

The responses to the final question on interest in adding family planning services are subjective and probably not very meaningful as a guide for planning future targeting strategies. (A similar question was asked in the 1988 survey administered by FPPS. After the survey, six of the firms that had responded to the questionnaire and indicated that they were interested in getting assistance to offer family planning became FPPS subprojects. However, an equal number of firms that had responded indicating that they were not interested also became FPPS subprojects.) Interest and commitment on the part of management in the companies is extremely important to the success of family planning programs, but this is difficult to assess with a mailed questionnaire. In addition, Question #9 was phrased to apply only to firms that do not currently provide family planning. A response to this question from a company that indicated that it already provides family planning should be "N/A". A "Yes" response for such a company might indicate that the company is interested in expanding services or in receiving assistance for them.

PRIVATE COMPANIES - RESPONSES (CONDENSED VERSION)

COMPANY	TOTAL # EMPLOYEES	MALE	FEMALE	# OF BRANCHES 250+ EMPLOYEES	# OF EMPLOYEES LARGEST BRANCH	MALE	FEMALE	COMPANY CLINIC	FAMILY PLANNING	INTEREST
AKAMBA PUBLIC ROAD SERVICES LTD.	600	580	20	1	450	435	15	NO	NO	YES
ASSOCIATED BATTERY MANUFACTURING	300	280	20	N/A				YES	YES	YES
BAMBURI PORTLAND CEMENT COMPANY	880	850	30	N/A				YES	YES	YES
BARCLAYS BANK OF KENYA LTD.	3230	1776	1454	1	445	331	114	NO	NO	DO NOT KNOW
BOB MORGAN SECURITY SERVICES LTD.	1100	1084	16	N/A				NO	NO	DO NOT KNOW
CENTRAL GLASS INDUSTRIES LTD.	328	300	28	N/A				YES	NO	YES
COMBINED WAREHOUSES LTD.	322	308	14	N/A				NO	N/A	DO NOT KNOW
COOPER MOTOR CORPORATION LTD.	1100	1075	25	1	800	784	16	YES	NO	YES
E.A. COFFEE PLANTATIONS- SAVANI	834	681	153	2	367	301	66	YES	YES	-----
E.A. MATCH COMPANY (KENYA) LTD.	650	580	70	N/A				NO	N/A	YES
EAST AFRICA PACKAGING INDUSTRIES	700	680	20	2	450	446	14	YES	YES	-----
FACTORY GUARDS LTD.	1598	1596	2	1	1400	1399	1	NO	NO	YES
FIRESTONE EAST AFRICA (1969) LTD.	650	625	25	N/A				YES	NO	YES
HILTON HOTEL	550	388	172	N/A				YES	YES	DO NOT KNOW
HOTEL INTER-CONTINENTAL	583	511	72	N/A				YES	YES	YES
HUGHES LTD.	370	325	45	1	269	231	38	YES	NO	YES
KACHAROBA ESTATE LTD.	390	270	120	N/A				NO	-----	-----
KENYA BUS SERVICES LTD.	2500	2350	150	N/A				YES	YES	YES
KENYA GLASS WORKS LTD.	600	595	5	N/A				YES	NO	NO
KENYA TEA PACKERS COMPANY LTD.	595	517	78	1	478	430	48	YES	YES	YES
KENYA THREADS INDUSTRY LTD.	800	777	23	1	790	771	19	NO	NO	YES
KENYA VEHICLE MANUFACTURERS LTD.	580	569	11	N/A				YES	NO	YES
KICOMI (1983) LTD.	1821	1765	56	N/A				YES	YES	-----
KOISAGAT TEA ESTATE LTD.	750	440	310	1	740	440	300	YES	YES	-----
MAJANI MINGI SISAL ESTATE	2096	1495	601	3	781	549	232	YES	NO	YES
METAL BOX COMPANY OF KENYA LTD.	1000			2	500			YES	YES	YES
NAS AIRPORT SERVICES LTD.	800	700	100	N/A				YES	NO	NO
NYAKINYUA INVESTMENTS LTD.	380	180	200	N/A				NO	NO	YES
ORBITSPO RTS LTD.	400	240	60	N/A				NO	YES	YES
PUT SARAJEVO GENERAL ENGINEERING	700	693	7	1	450	448	2	YES	NO	DO NOT KNOW
RAI PLYWOODS (K) LTD.	1500	1400	100	N/A				NO	NO	YES

PRIVATE COMPANIES - RESPONSES (CONDENSED VERSION)

COMPANY	TOTAL # EMPLOYEES	MALE	FEMALE	# OF BRANCHES 250+ EMPLOYEES	# OF EMPLOYEES LARGEST BRANCH	MALE	FEMALE	COMPANY CLINIC	FAMILY PLANNING	INTEREST
RAYMOND WOOLLEN MILLS (K) LTD.	2820	2270	550	N/A				NO	NO	YES
SECURICOR (KENYA) LTD.	7000	6970	30	3	2000	1980	20	NO	NO	YES
SECURITY GUARDS LTD.	850	850	0	N/A				NO	YES	YES
SERENA LODGES & HOTELS	1125	975	150	2	438	386	52	YES	NO	YES
SIRET TEA CO. LTD.- KABOSWA	904	753	151	3	388	311	77	YES	NO	YES
SOCFINAF COMPANY LTD.	3168	1723	1445	7	400			YES	YES	YES
SPIN KNIT LTD.	701	654	47	N/A				YES	YES	YES
STANDARD CHARTERED BANK LTD.	2200	1432	768	1	370	273	97	NO	NO	DO NOT KNOW
SUNFLAG SPINNING MILLS (EA) LTD.	1482	1415	67	1	1097	1094	3	YES	NO	YES
TEITA ESTATE LTD.	1674	1185	489	3	600	454	146	YES	NO	YES
THIKA CLOTH MILLS	1112	1097	15	N/A				YES	NO	YES
TIMSALES LTD.	3000	2890	110	1	2000	1900	100	NO	NO	YES
TR-AM CONSTRUCTION GROUP	850	848	2	1	660	660	0	NO	NO	YES
UNGA LTD.	562	466	96	1	245	199	46	YES	NO	NO
WELLS FARGO COMPANY LTD.	700	695	5	1	600	595	5	NO	NO	YES

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PRIVATE COMPANIES - RESPONSES (EXPANDED VERSION)

# OF BRANCHES 250+ EMPLOYEES	# OF EMPLOYEES LARGEST BRANCH	MALE	FEMALE	COMPANY CLINIC	OUTSIDE CLINIC	DEPENDENTS	OTHERS	FAMILY PLANNING	CONTRACEPTIVES	COUNSELLING	INTEREST
1 N/A	450	435	15	NO	NO	N/A	N/A	NO	N/A	N/A	YES
N/A				YES	NO	YES	NO	YES	YES	YES	YES
1 N/A	445	331	114	YES	YES	YES	NO	YES	YES	NO	YES
N/A				NO	YES	YES	N/A	NO	N/A	N/A	DO NOT KNOW
N/A				NO	NO	NO	NO	NO	NO	NO	DO NOT KNOW
N/A				YES	YES	YES	NO	NO	N/A	N/A	YES
1	800	784	16	NO	NO	N/A	N/A	N/A	N/A	N/A	DO NOT KNOW
2	367	301	66	YES	YES	YES	NO	NO	N/A	N/A	YES
N/A				YES	-----	YES	NO	YES	YES	YES	-----
2	450	446	14	NO	NO	N/A	N/A	N/A	N/A	N/A	YES
1	1400	1399	1	YES	-----	NO	NO	YES	YES	YES	-----
N/A				NO	NO	N/A	N/A	NO	N/A	N/A	YES
N/A				YES	NO	NO	NO	NO	N/A	N/A	YES
N/A				YES	-----	YES	NO	YES	YES	YES	DO NOT KNOW
1	269	231	38	YES	-----	NO	NO	YES	YES	NO	YES
N/A				YES	NO	NO	NO	NO	N/A	N/A	YES
N/A				NO	NO	NO	NO	-----	NO	NO	-----
N/A				YES	YES	YES	NO	YES	YES	NO	YES
1	478	430	48	YES	NO	NO	NO	NO	NO	NO	NO
1	790	771	19	YES	YES	YES	NO	YES	NO	YES	YES
N/A				NO	YES	YES	N/A	NO	NO	NO	YES
N/A				YES	YES	NO	NO	NO	N/A	N/A	YES
1	740	440	300	YES	YES	YES	NO	YES	YES	YES	-----
3	781	549	232	YES	-----	YES	NO	YES	YES	YES	-----
2	500			YES	YES	YES	YES	NO	N/A	N/A	YES
N/A				YES	YES	NO	NO	YES	NO	YES	YES
N/A				YES	NO	NO	NO	NO	N/A	N/A	NO
N/A				NO	YES	NO	N/A	NO	N/A	N/A	NO
N/A				NO	YES	NO	N/A	NO	N/A	N/A	YES
1	450	448	2	NO	NO	N/A	N/A	YES	YES	NO	YES
N/A				YES	YES	NO	NO	NO	N/A	N/A	DO NOT KNOW
N/A				NO	NO	N/A	N/A	NO	N/A	N/A	YES

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PRIVATE COMPANIES - RESPONSES (EXPANDED VERSION)

COMPANY	P.O. BOX	CITY	TELEPHONE	CONTACT PERSON	TITLE	TOTAL # EMPLOYEES	MALE	FEMALE
RAYMOND WOOLLEN MILLS (K) LTD.	735	ELDORET	(0321) 31811-17	K.D. JOSHI, MR.	TRAINING MANAGER	2820	2270	550
SECURICOR (KENYA) LTD.	30242	NAIROBI	559033	NGORU, MR.	PERSONNEL MANAGER	7000	6970	30
SECURITY GUARDS LTD.	46175	NAIROBI	568115	ZIBARRAS, MR.	DIRECTOR	850	850	0
SERENA LODGES & HOTELS	48690	NAIROBI	339800	J.W. KARUNGU	GROUP PERSONNEL MANAGER	1125	975	150
SIRET TEA CO. LTD. - KABOSWA	321	NANDI HILLS	(0326) 43043	A.S.A. SOROBEA	GROUP MANAGER	904	753	151
SOCFINAF COMPANY LTD.	10	RUIRU	(0151) 21020/16	J.M. SAUNDERS, MRS.	EXECUTIVE ASSISTANT	3168	1723	1445
SPIN KNIT LTD.	1478	NAKURU	(037) 41665	EDITH NJOKI NGURE	MURSE	701	654	47
STANDARD CHARTERED BANK LTD.	30003	NAIROBI	330200	F.I. ONDARI	SENIOR MGR. PERSONNEL	2200	1432	768
SUNFLAG SPINNING MILLS (EA) LTD.	41627	NAIROBI	559711	ONDORO, MR.	PERSONNEL OFFICER	1482	1415	67
TEITA ESTATE LTD.	PRIVATE BAG	P.O. MWATATE	(0148) 2502/2506	SAVAS HADJISAVAS	GENERAL MANAGER	1674	1185	489
THIKA CLOTH MILLS	120	THIKA	(0151) 21651-3	PETER K. HEHO	INDUSTRIAL RELATIONS OFF.	1112	1097	15
TIMSALES LTD.	18080	NAIROBI	559584	TORA, MRS.	SECRETARY TO MNG. DIR.	3000	2890	110
TM-AM CONSTRUCTION GROUP	18424	NAIROBI	559088/9	M.L. MATHUR, MR.	COMPANY SECRETARY	850	848	2
UNGA LTD.	30386	NAIROBI	555133	WARUHIU, MRS.	OFFICE MANAGER	562	466	96
WELLS FARGO COMPANY LTD.	43370	NAIROBI	556935	GAI CULLEN, MRS.	GROUP OPERATIONS MGR.	700	695	5

APPENDIX C

PRIVATE COMPANIES' RESPONSES (EXPANDED VERSION)

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PRIVATE COMPANIES - RESPONSES (EXPANDED VERSION)

COMPANY	P.O. BOX	CITY	TELEPHONE	CONTACT PERSON	TITLE	TOTAL # EMPLOYEES	MALE	FEMALE
AKAMBA PUBLIC ROAD SERVICES LTD.	40322	NAIROBI	555637, 555690	J. O'OD, MR.	TRAFFIC MANAGER	600	580	20
ASSOCIATED BATTERY MANUFACTURING	48917	NAIROBI	558249, 558022	THAGISHU, MR.	MANPOWER MANAGER	300	280	20
BAMBURI PORTLAND CEMENT COMPANY	90202	MOMBASA	(011) 485501	CHARLES MACHOGU	ASST. ADMINISTRATION MGR.	880	850	30
BARCLAYS BANK OF KENYA LTD.	30120	NAIROBI	332230	JOSEPH KIGATHI	PERSONNEL SERVICES MGR	3230	1776	1454
BOB MORGAN SECURITY SERVICES LTD.	21606	NAIROBI	567701, 567211	BOB MORGAN	MANAGING DIRECTOR	1100	1084	16
CENTRAL GLASS INDUSTRIES LTD.	49835	NAIROBI	803681, 802880	F. MWANGI, MR.	SENIOR PERSONNEL ASST.	328	300	28
COMBINED WAREHOUSES LTD.	81862	MOMBASA	(011) 433521/2	JAMES MBOTELA	PERSONNEL MANAGER	322	308	14
COOPER MOTOR CORPORATION LTD.	30135	NAIROBI	554211, 554112	J.I. ADAMSON	PERSONNEL MANAGER	1100	1075	25
E.A. COFFEE PLANTATIONS- SAVANI	94	NANDI HILLS	(0326) 43010	JOSHUA AGORO	AG. GROUP MANAGER	834	681	153
E.A. MATCH COMPANY (KENYA) LTD.	82525	MOMBASA	433206/7	WALTER OLOO DRUKO	CHIEF ENGINEER	650	580	70
EAST AFRICA PACKAGING INDUSTRIES	30146	NAIROBI	556011	P.B. CLIFF	MANAGING DIRECTOR	700	680	20
FACTORY GUARDS LTD.	18670	NAIROBI	557800	HARUN SOROBEA	PERSONNEL & ADMIN. MGR.	1596	1596	2
FIRESTONE EAST AFRICA (1969) LTD.	30429	NAIROBI	559922	JANE N. BARASA	PERSONNEL/ADMIN. MGR.	650	625	25
HILTON HOTEL	30624	NAIROBI	334000	PETER E. FRANK	GENERAL MANAGER	550	388	172
HOTEL INTER-CONTINENTAL	30353	NAIROBI	335550	STANLEY KIRIMI	CLINICAL OFFICER	583	511	72
HUGHES LTD.	30060	NAIROBI	544170	A.I. MUSOTSI, MR.	GROUP CO. SECRETARY	370	325	45
KACHAROBA ESTATE LTD.	115	KIAMBU	(0154) 40076	S.J. WILLIAMS KAMAU	ESTATE MANAGER	390	270	120
KENYA BUS SERVICES LTD.	30563	NAIROBI	764706/9	MASHEDI, MR.	PERSONNEL OFFICER	2500	2350	150
KENYA GLASS WORKS LTD.	80180	MOMBASA	(011) 25204	PETER MMBAYA	PERSONNEL MANAGER	600	595	5
KENYA TEA PACKERS COMPANY LTD.	413	KERICHO	(0361) 20531	JAMES WEKOTO	ADMINISTRATIVE ASST.	595	517	78
KENYA THREADS INDUSTRY LTD.	41973	NAIROBI	340392	P.N. NYAGA	PERSONNEL MANAGER	800	777	23
KENYA VEHICLE MANUFACTURERS LTD.	1436	THIKA	(0151) 21711-5	B.N. WABULE, MR.	DIRECTOR ADMINISTRATION	580	569	11
KICOMI (1983) LTD.	47	KISUMU	41200	SAMSON O. AMAYO	PERSONNEL MANAGER	1821	1765	56
KOISAGAT TEA ESTATE LTD.	53104	NAIROBI	334349	L.K. KARANJA	ADMINISTRATIVE OFFICER	750	440	310
MAJANI MINGI SISAL ESTATE	580	NAKURU	(037) 45276	VAKIS, MR.	MANAGER	2096	1495	601
METAL BOX COMPANY OF KENYA LTD.	30101	NAIROBI	557811	BWIRE, MR.	PERSONNEL OFFICER	1000		
NAS AIRPORT SERVICES LTD.	19010	NAIROBI	822500	W. SHIRAMBA	PERSONNEL ASSISTANT	800	700	100
NYAKINYUA INVESTMENTS LTD.	5	RUIRU	(0151) 21005	P. GITAU, MR.	BOOKKEEPER	380	180	200
ORBITSPORTS LTD.	14075	NAIROBI	555636, 555066	E.O. MKAN	PERSONNEL MANAGER	400	240	60
PUT SARAJEVO GENERAL ENGINEERING	48331	NAIROBI	722277	GORAN, MR.	SECRETARY AG.	700	693	7
RAI PLYWOODS (K) LTD.	241	ELDORET	(0321) 33811	CHEGE, MR.	PERSONNEL OFFICER	1500	1400	100

APPENDIX D
PRIVATE COMPANIES (OTHER)

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PRIVATE COMPANIES - FEWER THAN 250 EMPLOYEES

BUDGET SHOES LTD.	(160 TOTAL EMPLOYEES - QUESTIONNAIRE ANSWERED BY TELEPHONE)
CAPITAL CONSTRUCTION CO. KENYA LTD.	(25 EMPLOYEES MAINTENANCE, MANY LARGE CONSTRUCTION SITES OUTSIDE NAIROBI NEED TO BE CONTACTED INDIVIDUALLY)
CORRUGATED SHEETS LTD.	(118 TOTAL EMPLOYEES, LARGEST SITE HAS 74 -RETURNED QUESTIONNAIRE)
KENYA GRAIN GROWERS CO-OP UNION LTD.	(2450 TOTAL EMPLOYEES, NO SITE HAS 250, INTERESTED IN F.P. - RETURNED QUESTIONNAIRE)
KUNDAN SINGH CONSTRUCTION LTD.	(400 TOTAL EMPLOYEES, LARGEST SITE HAS 150 - RETURNED QUESTIONNAIRE)
LALJI BHIMJI SANGHANI	(250 TOTAL EMPLOYEES AT PRESENT, LARGEST SITE HAS 190 - QUESTIONNAIRE ANSWERED BY TELEPHONE)
MOBASA COIR INDUSTRIES	(BETWEEN 20-150 TOTAL EMPLOYEES - INFORMATION RECEIVED BY TELEPHONE)
MOUNT KENYA MUSIC STORE	(10 TOTAL EMPLOYEES - INFORMATION RECEIVED BY TELEPHONE)
SHELL DEVELOPMENT (K) LTD.	(71 TOTAL EMPLOYEES, INTERESTED IN F.P. - QUESTIONNAIRE ANSWERED BY TELEPHONE)
WELLCOME KENYA LTD.	(109 TOTAL EMPLOYEES - QUESTIONNAIRE ANSWERED BY TELEPHONE)

PRIVATE COMPANIES - NO RESPONSE

- ACIF LTD.
- AFRICAN RETAIL TRADERS KENYA LTD.
- BAHARI MILLS
- BLOCK HOTELS LTD.
- CBM PACKAGING KENYA LTD.
- EAST AFRICAN TANNING EXTRACT COMPANY
- ELGON HOTEL
- EMCO STEEL WORKS KENYA LTD.
- HIGHWAY CARRIERS LTD.
- H. Z. & COMPANY LTD.
- INTERNATIONAL HOTELS CORP. LTD.
- JAYDEES KNITTING FACTORY LTD.
- KAHUMWIRI FARMERS COMPANY LTD.
- KALUWORKS LTD.
- KARURI CIVIL ENGINEERING LTD.
- KAVEE QUARRIES LTD.
- KAYDEE CONSTRUCTION COMPANY
- KENYA CO-OPERATIVE CREAMERIES LTD.
- KENYA KAZI LTD.
- KENYA TRADE & DEVELOPMENT COMPANY LTD.
- KOBIL PETROLEUM LTD.
- L. Z. ENGINEERING CONSTRUCTION
- MAHALAXMI CONSTRUCTION LTD.
- MANJI D CONSTRUCTION
- M. D. HINDUCHA
- MIGOTIYO PLANTATIONS LTD.
- MUGOYA CONSTRUCTION & ENGINEERING LTD.
- NAKURU INDUSTRIES LTD.
- PRINTING & PACKAGING CORPORATION
- SASALA CONSTRUCTION COMPANY
- UNITED TEXTILE INDUSTRIES (K) LTD.
- VIPINGO ESTATE
- WAFULA LARENCE WAKESA
- WESKINS LTD.
- WOOD PRODUCTS (K) LTD.

(FORMERLY KENYA RAYON MILLS LTD.)

(MANAGING DIRECTOR NOT INTERESTED)

PRIVATE COMPANIES - ELIMINATED FROM SURVEY

ARCADIA CONSTRUCTION CO. LTD.	(GOING OUT OF BUSINESS)
ASSOCIATED SUGAR COMPANY LTD.	(NO LONGER EXISTS, TAKEN OVER BY HAKEN HOLDINGS WHICH ALSO OWNS EMCO STEEL)
ATHINAI SISAL ESTATES LTD.	(PART OF MIGOTIYO PLANTATIONS LTD.)
BANITA SISAL ESTATE	(PART OF MAJANI RINGI)
DWA PLANTATIONS	(SAME AS BROOKE BOND SULMAC SISAL, KIBWEZI - ALREADY FPPS)
EAST AFRICA BAG & CORDAGE CO. LTD.	(UNDER RECEIVERSHIP)
EASTERN PRODUCE AFRICA LTD.	(KAKUZI LTD. IS PART OF EPA - FPPS ALREADY WORKS WITH SEVERAL EPA ESTATES)
KENSACK LTD.	(CLOSED DOWN)
KENYA TORAY MILLS LTD.	(NOW KENYA TAITEX MILLS - SEE PARASTATALS)
KERICHO TEA FACTORY	(SAME AS BROOKE BOND KERICHO - ALREADY FPPS)
KERITOR LTD. (ESTATE)	(PART OF KIPKEBE, SOTIK COMPANY - ALREADY FPPS)
KIBABET ESTATE LTD.	(PART OF EASTERN PRODUCE AFRICA LTD. - FPPS ALREADY WORKS WITH SEVERAL EPA ESTATES)
KIPKOINET TEA COMPANY LTD.	(PART OF EASTERN PRODUCE AFRICA LTD. - FPPS ALREADY WORKS WITH SEVERAL EPA ESTATES)
LOMOLO LTD.	(PART OF MIGOTIYO PLANTATIONS LTD.)
UPLANDS BACON FACTORY (K) LTD.	(UNDER RECEIVERSHIP)

APPENDIX E

PARASTATALS' RESPONSES (CONDENSED VERSION)

PARASTATALS - RESPONSES (CONDENSED VERSION)

PARASTATAL	TOTAL # EMPLOYEES	MALE	FEMALE	# OF BRANCHES 250+ EMPLOYEES	# OF EMPLOYEES LARGEST BRANCH	MALE	FEMALE	COMPANY CLINIC	FAMILY PLANNING	INTEREST
AGRICULTURAL DEVELOPMENT CORPORATION	17500	15000	2500	52	1300	1000	300	YES	NO	YES
AGRICULTURAL FINANCE CORPORATION	1200			1	400	224	176	NO	NO	NO
COFFEE BOARD OF KENYA	2176	1626	550	1	2176	1626	550	NO	NO	YES
COFFEE RESEARCH FOUNDATION	984	800	184	1	834	658	176	YES	YES	N/A
E.A. FINE SPINNERS LTD.	1107	1041	66	N/A				YES	NO	DO NOT KNOW
KENYA COMMERCIAL BANK LTD.	3386	2434	952	1	1104	747	357	NO	NO	YES
KENYA MEDICAL RESEARCH INSTITUTE	1000+	500	500	1	750	375	375	YES	NO	YES
KENYA NATIONAL ASSURANCE COMPANY, LTD.	2500	1600	900	1	700	400	300	NO	YES	-----
KENYA RAILWAYS CORPORATION	21032	20292	740	SEVERAL				YES	YES	YES
KENYA SEED COMPANY, LTD.	1000	650	350	3	500	180	320	NO	NO	YES
KENYA TAITEX MILLS LTD.	761	636	125	N/A				YES	NO	YES
KENYA TEA DEVELOPMENT AUTHORITY	10813	6210	4603	1	600	400	200	NO	YES	YES
KENYA UTALII COLLEGE	623	448	175	N/A				YES	YES	YES
MOUNT KENYA TEXTILE MILLS	1200	1180	20	N/A				NO	NO	DO NOT KNOW
NATIONAL IRRIGATION BOARD	973	918	65	1	355	342	13	NO	YES	-----
PAN VEGETABLE PROCESSORS LTD.	592	270	322	N/A				NO	NO	DO NOT KNOW
PYRETHRUM BOARD OF KENYA	1121	971	150	N/A				YES	NO	YES

APPENDIX F

PARASTATALS' RESPONSES (EXPANDED VERSION)

PARASTATALS - RESPONSES (EXPANDED VERSION)

PARASTATAL	P.O. BOX	CITY	TELEPHONE	CONTACT PERSON	TITLE	TOTAL # EMPLOYEES	MALE	FEMALE
AGRICULTURAL DEVELOPMENT CORPORATION	47101	NAIROBI	338530, 222684	MARY C.A. OTIENO	SENIOR PERSONNEL OFFICER	17500	15000	2500
AGRICULTURAL FINANCE CORPORATION	30367	NAIROBI	333733	WELTON, MRS.	PRINCIPAL ADMIN. OFFICER	1200		
COFFEE BOARD OF KENYA	30566	NAIROBI	332896	PAUL KIVILA	PUBLIC RELATIONS OFFICER	2176	1626	550
COFFEE RESEARCH FOUNDATION	4	RUIRU	(0151) 21047	E.K. MAINA, MR.	ADMINISTRATIVE MANAGER	984	800	184
E.A. FINE SPINNERS LTD.	78114	NAIROBI	556144	H.G. MATHENGE	INDUSTRIAL ENGINEER	1107	1041	66
KENYA COMMERCIAL BANK LTD.	48400	NAIROBI	339441	J.F. KENANI, MR.	WELFARE OFFICER	3386	2434	952
KENYA MEDICAL RESEARCH INSTITUTE	54840	NAIROBI	722541/4	J.N. KARIUKI	PRINCIPAL ADMIN. OFFICER	1000+	500	500
KENYA NATIONAL ASSURANCE COMPANY, LTD.	20425	NAIROBI	338660	ZENNAH BIWOTT, MRS.	SENIOR EXECUTIVE ASST.	2500	1600	900
KENYA RAILWAYS CORPORATION	30121	NAIROBI	221211	R.M. KARURI	SENIOR PERSONNEL OFFICER	21032	20292	740
KENYA SEED COMPANY, LTD.	553	KITALE	(0325) 20941-3	S.N. OMAMO, MR.	COMPANY SECRETARY	1000	650	350
KENYA TAITEX MILLS LTD.	581	THIKA	(0151) 21671-5	R.M. MUTHUI	CHIEF ACCOUNTANT	761	636	125
KENYA TEA DEVELOPMENT AUTHORITY	30213	NAIROBI	221441	PETER A. OKORE	PERSONNEL OFFICER	10813	6210	4603
KENYA UTALII COLLEGE	31052	NAIROBI	802540	M.K. SIO, MR.	PRINCIPAL	623	448	175
MOUNT KENYA TEXTILE MILLS	115	NANYUKI	(0176) 22003/8	KANDIE, MR.	MANAGING DIRECTOR	1200	1180	20
NATIONAL IRRIGATION BOARD	30372	NAIROBI	722590-4	S.K. KIMANI	FIELD MEDICAL TECHNOLOGIST	973	918	65
PAN VEGETABLE PROCESSORS LTD.	248	NAIVASHA	(0311) 20488	WAMBUGU, MR.	PERSONNEL ASSISTANT	592	270	322
PYRETHRUM BOARD OF KENYA	420	NAKURU	(037) 40311	LUCY H. GIKOMYO	WELFARE OFFICER	1121	971	150

PARASTATALS - RESPONSES (EXPANDED VERSION)

# OF BRANCHES 250+ EMPLOYEES	# OF EMPLOYEES LARGEST BRANCH	MALE	FEMALE	COMPANY CLINIC	OUTSIDE CLINIC	DEPENDENTS	OTHERS	FAMILY PLANNING	CONTRACEPTIVES	COUNSELLING	INTEREST
52	1300	1000	300	YES	YES	YES	YES	NO	NO	NO	YES
1	400	224	176	NO	YES	YES	N/A	NO	N/A	N/A	NO
1	2176	1626	550	NO	YES	YES	NO	NO	NO	NO	YES
1	834	658	176	YES	NO	YES	NO	YES	YES	YES	N/A
N/A				YES	NO	NO	NO	NO	N/A	N/A	DO NOT KNOW
1	1104	747	357	NO	YES	YES	N/A	NO	N/A	N/A	YES
1	750	375	375	YES	YES	YES	YES	NO	N/A	N/A	YES
1	700	400	300	NO	YES	YES	NO	YES	YES	NO	-----
SEVERAL				YES	YES	YES	YES	YES	YES	YES	YES
3	500	180	320	NO	YES	YES	N/A	NO	N/A	N/A	YES
N/A				YES	YES	YES	NO	NO	NO	NO	YES
1	600	400	200	NO	YES	YES	N/A	YES	YES	YES	YES
N/A				YES	-----	YES	NO	YES	YES	YES	YES
N/A				NO	YES	YES	N/A	NO	N/A	N/A	DO NOT KNOW
1	355	342	13	NO	NO	N/A	N/A	YES	YES	YES	-----
N/A				NO	YES	YES	N/A	NO	N/A	N/A	DO NOT KNOW
N/A				YES	NO	YES	NO	NO	N/A	N/A	YES

APPENDIX G
PARASTATALS (OTHER)

PARASTATALS - FEWER THAN 250 EMPLOYEES

KENYA INDUSTRIAL ESTATES
KERIO VALLEY DEVELOPMENT AUTHORITY
NATIONAL BANK OF KENYA

(585 TOTAL EMPLOYEES, LARGEST SITE HAS 225 - QUESTIONNAIRE ANSWERED BY TELEPHONE)
(604 TOTAL EMPLOYEES, NO SITE HAS 250, INTERESTED IN F.P. - RETURNED QUESTIONNAIRE)
(1000 TOTAL EMPLOYEES, NO SITE HAS 250 - QUESTIONNAIRE ANSWERED BY TELEPHONE)

PARASTATALS - NO RESPONSE

ASSOCIATED VEHICLE ASSEMBLERS LTD.
KENYA MARINE & FISHERIES RESEARCH INST.
LAKE BASIN DEVELOPMENT AUTHORITY

APPENDIX H

QUESTIONNAIRE FOR HEALTH FACILITIES



Family Planning Private Sector Programme

7th Floor, Longoni Place, Kijabe Street, P O Box 46042, Nairobi, Kenya
Telephone 24646, 24655, 27614, 29159 Telex 25342 "JSIGROUP".

November 6, 1990

The Director

Dear Sir or Madam:

The Family Planning Private Sector programme (FPPS) was created in 1984 to provide family planning services in the private sector. FPPS operates under the guidance of the National Council for Population and Development (NCPD) of the Ministry of Home Affairs and National Heritage. The NCPD is the government organization that provides policy guidance and coordinates family planning activities in Kenya. Under the FPPS programme, financial, logistical, and training assistance have been offered to approximately 70 private nursing homes and clinics to introduce or expand family planning services offered to clients. Assistance has also been provided to private companies and parastatals that offer family planning to employees and dependents. The programme is funded primarily by the United States Agency for International Development (USAID).

As the current project is scheduled to end in September 1991, USAID is now determining if there is need for a follow-on phase of the programme. USAID would like to estimate the potential demand for family planning assistance that exists among organizations that have not yet been involved in the project. In order to do this we are sending the attached questionnaire to a sample of privately owned nursing homes, maternity homes, and clinics in Kenya. The purpose of the questionnaire is to find out if private health facilities are offering family planning services. Your assistance in completing the attached questionnaire would be extremely helpful.

Please be assured that the questionnaire is informal, and is meant to serve as a guide for USAID's planning. Your responses will be kept confidential. We hope that you will take a few minutes to complete the questionnaire and will return it as quickly as possible in the enclosed, stamped envelope. We appreciate your assistance. Thank you.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Mary Ibutu', written in a cursive style.

Mary Ibutu
Programme Administrator

QUESTIONNAIRE

1. Name of Health Facility: _____
Postal Address: _____

Telephone Number: _____
Name of Contact Person: _____
Title of Contact Person: _____

2. Please indicate which of the following best describes the health facility by marking a check in the appropriate space:

- | | | | |
|-------------------------------------|-------|------------------|-------|
| a) Hospital | _____ | d) Health Centre | _____ |
| b) Maternity and/or
Nursing Home | _____ | e) Dispensary | _____ |
| c) Clinic | _____ | f) Other | _____ |

3. Please indicate who administers the health facility by marking a check in the appropriate space:

- | | |
|--|-------|
| a) local or national government | _____ |
| b) religious organization (mission) | _____ |
| c) commercial firm or company | _____ |
| d) private individual(s) or partnership | _____ |
| e) non-governmental organization (non-religious) | _____ |
| f) other (please specify) | _____ |

4. Please estimate the average number of clients served by the health facility in a week and mark a check in the appropriate space:

- | | | | |
|---------------|-------|----------------|-------|
| a) 0 to 99 | _____ | c) 200 to 299 | _____ |
| b) 100 to 199 | _____ | d) 300 or more | _____ |

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QUESTIONNAIRE - Page Two

Name of Facility _____

5. Please estimate the percentage of total clients served that is female and mark a check in the appropriate space.

- a) 0 to 25% _____
- b) 26% to 50% _____
- c) 51% to 100% _____

6. Are the following services offered at the health facility?

	<u>YES</u>	<u>NO</u>
a) family planning services	_____	_____
b) maternal & child health care	_____	_____
c) delivery services	_____	_____
d) surgical services	_____	_____

7. If family planning services are provided, are the following services available?

	<u>YES</u>	<u>NO</u>
a) contraceptives	_____	_____
b) counselling	_____	_____

8. (FOR THOSE FACILITIES THAT DO NOT AT PRESENT PROVIDE FAMILY PLANNING SERVICES):

If resources were available, would the health facility be interested in introducing family planning services?

YES _____ NO _____ DO NOT KNOW _____

THANK YOU!

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APPENDIX J

HEALTH FACILITIES' RESPONSES (EXPANDED VERSION)

APPENDIX I

HEALTH FACILITIES - RESPONSES

The questionnaire that was sent to private health facilities turned out to be very straight forward. Very few responses required telephone follow-up for clarification.

Question #2

This question asked respondents to identify the type of health facility. If a health facility that responded by mail indicated more than one type of facility, the first type marked was recorded in the chart. Since the choices of facility types were arranged in descending order of size on the questionnaire, this meant that the largest type was marked in the chart.

Question #6

A positive response to the question on provision of family planning services does not indicate details on the types, quality and amounts of family planning offered. Additional notes on some of the questionnaires provide more information. (For responses received by telephone, a "Yes" was marked even if the family planning services offered were minimal.) For this reason even those health facilities that already provide family planning could be considered to be potentially in need of assistance to improve services.

Question #7

The question on availability of contraceptives and counselling was phrased to be dependent upon provision of family planning. This question technically should not apply to health facilities that do not provide family planning. (For responses received by telephone, "N/A" for "Not Applicable" was marked for Question #7 for facilities that do not provide family planning.)

Question #8

The last question asked about interest in introducing family planning services, for facilities that do not at present provide family planning. As for companies, this question is subjective and might not be a meaningful guide for planning future assistance strategies. In addition, the question was phrased to apply only to health facilities that do not currently provide family planning. Technically, the response for facilities that already have family planning should be "N/A". Many facilities that already provide family planning left this question blank. Facilities that marked "Yes" despite already having family planning might be interested in expanding family planning services or in receiving assistance for them.

W

HEALTH FACILITIES - RESPONSES (CONDENSED VERSION)

HEALTH FACILITY	TYPE OF FACILITY	ADMINISTRATION	# CLIENTS PER WEEK	% CLIENTS FEMALE	FAMILY PLANNING	MCH	DELIVERY	SURGICAL	INTEREST
AGA KHAN HOSPITAL, THE	HOSPITAL	NGO	300+	0-25%	YES	YES	YES	YES	-----
AGA KHAN HOSPITAL, THE	HOSPITAL	NGO	300+	51-100%	YES	YES	YES	YES	N/A
AGA KHAN HOSPITAL, THE	HOSPITAL	NGO	200-299	51-100%	YES	YES	YES	YES	N/A
ALPHA MATERNITY HOME	MAT/NURSING HOME	PRIVATE	0-99	51-100%	NO	NO	YES	NO	YES
AVENUE NURSING HOME	NURSING HOME	PRIVATE	0-99	0-25%	YES	YES	YES	YES	YES
BETHANY HOSPITAL	HOSPITAL	PRIVATE	300+	51-100%	NO	YES	YES	YES	YES
BOYA RURAL NURSING HOME	MAT/NURSING HOME	PRIVATE	300+	51-100%	YES	YES	-----	-----	YES
BUNGOMA NURSING HOME	HOSPITAL	PRIVATE	0-99	51-100%	YES	YES	YES	YES	YES
BURHANI FOUNDATION CLINIC	CLINIC	RELIGIOUS ORG.	100-199	26-50%	NO	YES	NO	NO	DO NOT KNOW
CENTRAL MEMORIAL HOSPITAL	HOSPITAL	PRIVATE	0-99	0-25%	YES	YES	YES	YES	-----
CHRISTA MARIANNE NURSING HOME	HOSPITAL	PRIVATE	0-99	26-50%	YES	YES	YES	YES	-----
CITY NURSING HOME	NURSING HOME	PRIVATE	0-99	0-25%	NO	NO	NO	YES	YES
GALANA HOSPITAL	HOSPITAL	COMMERCIAL FIRM	100-199	0-25%	YES	YES	YES	YES	-----
GURU NANAK CLINIC	HEALTH CENTRE	RELIGIOUS ORG.	300+	26-50%	NO	YES	NO	NO	YES
GURU NANAK HARAMBEE DISPENSARY	DISPENSARY	RELIGIOUS ORG.	0-99	51-100%	YES	NO	NO	NO	N/A
GURU NANAK RAMGARHIA HOSPITAL	HOSPITAL	RELIGIOUS ORG.	0-99	26-50%	YES	YES	YES	YES	YES
HURUMA MEDICAL CENTRE	DISPENSARY	PRIVATE	200-299	26-50%	NO	NO	NO	YES	YES
IDEAL NURSING HOME	MAT/NURSING HOME	PRIVATE	100-199	26-50%	YES	YES	YES	YES	-----
INDER NURSING HOME	MAT/NURSING HOME	PRIVATE	0-99	26-50%	YES	YES	YES	YES	-----
JAMAA MATERNITY HOSPITAL	MAT/NURSING HOME	RELIGIOUS ORG.	200-299	51-100%	YES	YES	YES	YES	-----
KERICHO NURSING HOME	MAT/NURSING HOME	PRIVATE	0-99	26-50%	YES	YES	YES	NO	-----
KIBIRICHIA MATERNITY HOME	MATERNITY HOME	PRIVATE	0-99	26-50%	YES	YES	YES	YES	YES
KIKUYU NURSING HOME	MAT/NURSING HOME	PRIVATE	100-199	0-25%	YES	NO	NO	YES	-----
KITALE NURSING & MATERNITY HOME	HOSPITAL	PRIVATE	300+	0-25%	YES	YES	YES	YES	-----
KORU NURSING HOME	MAT/NURSING HOME	PRIVATE	200-299	26-50%	YES	YES	YES	YES	YES
LAKE NURSING HOME	MAT/NURSING HOME	PRIVATE	300+	26-50%	YES	YES	YES	YES	YES
LIMURU NURSING HOME	MAT/NURSING HOME	PRIVATE	200-299	26-50%	YES	YES	YES	YES	-----
MACHAKOS NURSING HOME	MAT/NURSING HOME	PRIVATE	100-199	26-50%	YES	YES	YES	YES	YES
MENENGAI NURSING & MATERNITY HOME	MAT/NURSING HOME	PRIVATE	100-199	26-50%	YES	YES	YES	YES	-----
MERU NURSING HOME	HOSPITAL	PRIVATE	0-99	51-100%	YES	YES	YES	YES	-----
MILIMANI MATERNITY & NURSING HOME	MAT/NURSING HOME	PRIVATE	100-199	51-100%	YES	YES	YES	YES	-----

HEALTH FACILITIES - RESPONSES (CONDENSED VERSION)

HEALTH FACILITY	TYPE OF FACILITY	ADMINISTRATION	# CLIENTS PER WEEK	% CLIENTS FEMALE	FAMILY PLANNING	RCH	DELIVERY	SURGICAL	INTEREST
MOMBASA HOSPITAL ASSOCIATION	HOSPITAL	ASSOCIATION	300+	26-50%	YES	YES	YES	YES	-----
MOUNT ELGON HOSPITAL	HOSPITAL	NGO	0-99	0-25%	YES	NO	YES	YES	-----
MAKURU WAR MEMORIAL HOSPITAL	HOSPITAL	NGO	100-199	51-100%	NO	NO	YES	YES	YES
ORUDA NURSING & MATERNITY HOME	MAT/NURSING HOME	PRIVATE	200-299	26-50%	YES	YES	YES	NO	YES
PANDYA MEMORIAL HOSPITAL	HOSPITAL	-----	200-299	26-50%	YES	YES	YES	YES	-----
PARK ROAD NURSING HOME	MAT/NURSING HOME	PRIVATE	200-299	26-50%	YES	YES	YES	YES	-----
RADIANT HEALTH CLINIC, THE	MAT/NURSING HOME	PRIVATE	100-199	51-100%	YES	YES	YES	YES	YES
RANGARHIA SIKH DISPENSARY	HOSPITAL	RELIGIOUS ORG.	100-199	0-25%	YES	YES	YES	YES	-----
SOCIAL SERVICE LEAGUE M P SHAH HOSPITAL	HOSPITAL	NGO	300+	26-50%	NO	NO	-----	-----	YES
THIKA NURSING HOME	MAT/NURSING HOME	PRIVATE	0-99	0-25%	YES	YES	YES	YES	-----
UASIN GISHU MEMORIAL HOSPITAL	HOSPITAL	PRIVATE	0-99	0-25%	NO	YES	YES	YES	YES
VIBHAKAR'S, DR. MAT/NURSING HOME	MAT/NURSING HOME	PRIVATE	100-199	26-50%	YES	YES	YES	YES	YES
WANGU MATERNITY HOME	MAT. HOME/DISP.	PRIVATE	200-299	51-100%	NO	YES	YES	NO	YES
WEBUYE NURSING HOME	MAT/NURSING HOME	PRIVATE	200-299	26-50%	YES	YES	YES	YES	-----
YOUNG MUSLIM DISPENSARY	DISPENSARY	RELIGIOUS ORG.	0-99	0-25%	NO	YES	NO	YES	YES

HEALTH FACILITIES - RESPONSES (EXPANDED VERSION)

HEALTH FACILITY	P.O. BOX	CITY	TELEPHONE	CONTACT PERSON	TITLE	TYPE OF FACILITY
AGA KHAN HOSPITAL, THE	530	KISUMU	(035) 43516	MR. S.F. RASHID	ADMINISTRATOR	HOSPITAL
AGA KHAN HOSPITAL, THE	83013	MOHABA	(011) 312953/4/5	KHUSHNOODA SHIVJI	ASST. ADMINISTRATOR	HOSPITAL
AGA KHAN HOSPITAL, THE	30270	NAIROBI	740000	MR. A. VISRAM	ADMINISTRATIVE DIRECTOR	HOSPITAL
ALPHA MATERNITY HOME	16022	NAIROBI	760035, 332150	DR. OMONDI	DOCTOR	MAT/NURSING HOME
AVENUE NURSING HOME	45280	NAIROBI	744012	MRS. NDOTO	DIRECTOR NURSING SERVICES	NURSING HOME
BETHANY HOSPITAL	434	MACHAKOS	(0145) 21983	DR. C.A. NZOKA	MANAGING DIRECTOR/ADMIN.	HOSPITAL
BOYA RURAL NURSING HOME	1207	KISUMU	(035) 43301/6	DR. D.O. OLIMA	MEDICAL DIRECTOR	MAT/NURSING HOME
BUNGOMA NURSING HOME	797	BUNGOMA	(0337) 20076	DR. ORWENYO	DIRECTOR/ MED. OFF. I/C	HOSPITAL
BURHANI FOUNDATION CLINIC	69515	NAIROBI	227955	DR. ISA	DOCTOR IN CHARGE	CLINIC
CENTRAL MEMORIAL HOSPITAL	1734	THIKA	(0151) 22884	MR. MUNYASYA	ADMINISTRATOR	HOSPITAL
CHRISTA MARIANNE NURSING HOME	335	KISII	(0381) 20592	DR. C.M. OTARU	DIRECTOR	HOSPITAL
CITY NURSING HOME	14591	NAIROBI	337843, 337513	DR. ENAES AYAG	DOCTOR IN CHARGE	NURSING HOME
GALANA HOSPITAL	47	MALINDI	(0123) 20837	DR. MUSTAFA KAMANI	MEDICAL DOCTOR	HOSPITAL
GURU NANAK CLINIC	98024	MOHABA	(011) 490737	DR. VARINDER SINGHSUR	PROJECT DIRECTOR	HEALTH CENTRE
GURU NANAK HARAMBEE DISPENSARY	180	KISUMU	(035) 44111	DR. ANIL RUPARELIA	MEDICAL OFFICER I/C	DISPENSARY
GURU NANAK RAMGARHIA HOSPITAL	33071	NAIROBI	753481/2	SISTER SHARMA	MATRON	HOSPITAL
HURUMA MEDICAL CENTRE	29003	NAIROBI	766293	MRS. MAINA	SISTER IN CHARGE	DISPENSARY
IDEAL NURSING HOME	31417	NAIROBI	764539	DR. MOHAMED	MEDICAL DOCTOR	MAT/NURSING HOME
INDER NURSING HOME	31416	NAIROBI	766131, 760926	DR. MEHTA	MEDICAL OFFICER I/C	MAT/NURSING HOME
JAMAA MATERNITY HOSPITAL	17153	NAIROBI	792579	RACHAEL M. MAINGI	SECOND IN CHARGE	MAT/NURSING HOME
KERICHO NURSING HOME	510	KERICHO	(0361) 20270	DR. PRAKASH KOTECHA	MEDICAL OFFICER	MAT/NURSING HOME
KIBIRICHIA MATERNITY HOME	974	MERU	KIBIRICHIA 4	EVANGELINE MWARUCHIU	REGISTERED MIDWIFE	MATERNITY HOME
KIKUYU NURSING HOME	305	KIKUYU	(0154) 32065	DR. P.H. PARMAR	MEDICAL OFFICER	MAT/NURSING HOME
KITALE NURSING & MATERNITY HOME	1825	KITALE	(0325) 20775	DR. A.R. MAHIDA	MEDICAL OFFICER/ADMIN.	HOSPITAL
KORU NURSING HOME	151	KORU	KORU 5, 70	DR. VIRAM GODHANIA	MEDICAL OFFICER	MAT/NURSING HOME
LAKE NURSING HOME	151	KORU	KORU 5, 70	DR. VIRAM GODHANIA	DIRECTOR	MAT/NURSING HOME
LIMURU NURSING HOME	357	LIMURU	(0154) 41298	DR. R.K. PATEL	MEDICAL OFFICER I/C	MAT/NURSING HOME
MACHAKOS NURSING HOME	456	MACHAKOS	(0145) 21091	DR. KIGOONYA WOTTO	RESIDENT MEDICAL OFFICER	MAT/NURSING HOME
MENENGAI NURSING & MATERNITY HOME	2811	NAKURU	(037) 40187	DR. B. ABONGO OKOKO	DOCTOR	MAT/NURSING HOME
MERU NURSING HOME	497	MERU	(0164) 20110	DR. E.M. WANGAI	DOCTOR IN CHARGE	HOSPITAL
MILIMANI MATERNITY & NURSING HOME	326	MERU	(0164) 20125	DR. J.M. KITAVI	DOCTOR IN CHARGE	MAT/NURSING HOME

HEALTH FACILITIES - RESPONSES (EXPANDED VERSION)

HEALTH FACILITY	P.O. BOX	CITY	TELEPHONE	CONTACT PERSON	TITLE	TYPE OF FACILITY
MOMBASA HOSPITAL ASSOCIATION	90294	MOMBASA	(011) 312191	DR. ROGARITH LEMA	RESIDENT DOCTOR	HOSPITAL
MOUNT ELGON HOSPITAL	339	KITALE	(0325) 20025	DR. JAMES K. MURGOR	CONSULTANT PHYSICIAN	HOSPITAL
NAKURU WAR MEMORIAL HOSPITAL	240	NAKURU	(037) 43444	ROSE AOKO	MATRON	HOSPITAL
ORUBA NURSING & MATERNITY HOME	472	SUNA MIGORI	SUNA 169	GEORGE S. WEMA	CHAIRMAN	MAT/NURSING HOME
PANDYA MEMORIAL HOSPITAL	90434	MOMBASA	(011) 314140/1	-----	MATRON	HOSPITAL
PARK ROAD NURSING HOME	45981	NAIROBI	764003, 764514	DR. H.S. GHATAURA	MEDICAL OFFICER I/C	MAT/NURSING HOME
RADIANT HEALTH CLINIC, THE	31278	NAIROBI	760404, 760096	MRS. F.M. MACHARIA	ADMINISTRATOR	MAT/NURSING HOME
RANGARHIA SIKH DISPENSARY	132	KISUMU	(035) 43506	DR. A.H. PRAJAPATI	MEDICAL OFFICER	HOSPITAL
SOCIAL SERVICE LEAGUE M P SHAH HOSPITAL	14497	NAIROBI	742763-7	MR. D.K. DEY	ADMINISTRATOR	HOSPITAL
THIKA NURSING HOME	429	THIKA	(0151) 22188	DR. CHARLES ANDAI	RESIDENT MEDICAL OFFICER	MAT/NURSING HOME
UASIN GISHU MEMORIAL HOSPITAL	180	ELDORET	(0321) 32261	DR. B. OSORE	MEDICAL OFFICER	HOSPITAL
VIBHAKAR'S, DR. MAT/NURSING HOME	90422	MOMBASA	(011) 26306	DR. M.D. VIBHAKAR	M.B.B.S.	MAT/NURSING HOME
WANGU MATERNITY HOME	420	MAIVASHA	44Y3 N/KINANGOP	MRS. H. WANGU NGARI	ENROLLED NURSE/MIDWIFE	MAT. HOME/DISP.
WEBUYE NURSING HOME	1122	WEBUYE	(0337) 41246	NAM RICHARD	MEDICAL OFFICER	MAT/NURSING HOME
YOUNG MUSLIM DISPENSARY	49	GARISSA	(0131) 2147	FARAH ALI IDOW	CLINICAL OFFICER	DISPENSARY

HEALTH FACILITIES - RESPONSES (EXPANDED VERSION)

ADMINISTRATION	# CLIENTS PER WEEK	% CLIENTS FEMALE	FAMILY PLANNING	MCH	DELIVERY	SURGICAL	CONTRACEPTIVES	COUNSELLING	INTEREST
ASSOCIATION	300+	26-50%	YES	YES	YES	YES	YES	YES	-----
NGO	0-99	0-25%	YES	NO	YES	YES	YES	NO	-----
NGO	100-199	51-100%	NO	NO	YES	YES	N/A	N/A	YES
PRIVATE	200-299	26-50%	YES	YES	YES	NO	YES	YES	YES
-----	200-299	26-50%	YES	YES	YES	YES	YES	NO	-----
PRIVATE	200-299	26-50%	YES	YES	YES	YES	YES	YES	YES
PRIVATE	100-199	51-100%	YES	YES	YES	YES	YES	YES	-----
RELIGIOUS ORG.	100-199	0-25%	YES	YES	-----	-----	YES	YES	YES
NGO	300+	26-50%	NO	NO	YES	YES	NO	NO	YES
PRIVATE	0-99	0-25%	YES	YES	YES	YES	YES	YES	-----
PRIVATE	0-99	0-25%	NO	YES	YES	YES	N/A	N/A	YES
PRIVATE	100-199	26-50%	YES	YES	YES	YES	YES	YES	YES
PRIVATE	200-299	51-100%	NO	YES	YES	NO	N/A	N/A	YES
PRIVATE	200-299	26-50%	YES	YES	YES	YES	YES	YES	-----
RELIGIOUS ORG.	0-99	0-25%	NO	YES	NO	YES	N/A	N/A	YES

APPENDIX K

HEALTH FACILITIES (OTHER)

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HEALTH FACILITIES - NO RESPONSE

ALHAD HATIMY, DR. CLINIC
ARYA SAHAJ DISPENSARY
KEROKA MATERNITY & NURSING HOME
KIBOS ROAD NURSING & MATERNITY HOME
KISII MATERNITY & NURSING HOSPITAL
LADY MARGRET MATERNITY PAVILLION
MASABA NURSING HOME
MOUNT SINAI MATERNITY & NURSING HOME
MUGUGA NURSING HOME
MUTHIGA MEDICAL CENTRE
NAIROBI HOSPITAL
NAIROBI WEST NURSING HOME
NEW BUSIA MATERNITY & NURSING HOME
NYAMIRA MATERNITY & NURSING HOME
SAIFEE FOUNDATION CLINIC
SHREE CUTEH SAT SANG SWAMINARAYAN TEMPLE
VISA OSHWAL DISPENSARY & NURSING HOME
WESTLANDS COTTAGE HOSPITAL

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HEALTH FACILITIES - ELIMINATED FROM SURVEY

AGA KHAN CLINIC, NAIROBI	(PART OF THE AGA KHAN HOSPITAL, NAIROBI)
GERTRUDES GARDEN CHILDREN'S HOSPITAL	(CHILDREN'S HOSPITAL ONLY)
LIGHT HOUSE FOR CHRIST EYE CLINIC	(EYE CLINIC ONLY)
KITUI HOSPITAL	(DISTRICT HOSPITAL)
MATER MISERICORDIAE HOSPITAL	(FAMILY LIFE EDUCATION, NATURAL FAMILY PLANNING)

APPENDIX L

SUMMARY OF DATA

I. QUESTIONNAIRE RESULTS

A. PRIVATE COMPANIES

Mailed to 106.

Eliminated 15; sample = 91.

Responses = 56. (Response rate = $56/91 = 62\%$)

46 responses eligible by size.

1) PRIVATE COMPANIES WITH COMPANY CLINIC = 28

a) 15 do not provide FP

i)	11	Yes Interest in FP			
ii)	1	Do Not Know	"	"	"
iii)	3	No	"	"	"

b) 13 provide FP

i)	8	Yes Interest in FP			
ii)	4	Blank	"	"	"
iii)	1	Do Not Know	"	"	"

B. PARASTATALS

Mailed to 23.

Sample = 23.

Responses = 20. (Response rate = $20/23 = 87\%$)

17 responses eligible by size.

1) PARASTATALS WITH COMPANY CLINIC = 8

a) 5 do not provide FP

i)	4	Yes Interest in FP			
ii)	1	Do Not Know	"	"	"

b) 3 provide FP

i)	2	Yes Interest in FP			
ii)	1	N/A	"	"	"

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C. SUMMARY FOR COMPANIES (PRIVATE AND PARASTATALS)

1) FIRMS WITH COMPANY CLINIC:

- DO NOT PROVIDE FAMILY PLANNING
- YES INTEREST IN FAMILY PLANNING

11 Private + 4 Parastatals = 15

2) FIRMS WITH COMPANY CLINIC:

- DO NOT PROVIDE FAMILY PLANNING
- (INTEREST IN FP IRRELEVANT)

15 Private + 5 Parastatals = 20

3) FIRMS WITH COMPANY CLINIC:

- YES INTEREST IN FAMILY PLANNING
- (WHETHER OR NOT PROVIDE FP)

19 Private + 6 Parastatals = 25

4) FIRMS WITH COMPANY CLINIC:

- (WHETHER OR NOT PROVIDE FP)
- (INTEREST IN FP IRRELEVANT)

28 Private + 8 Parastatals = 36

D. HEALTH FACILITIES

Mailed to 69.

Eliminated 5; sample = 64.

Responses = 46. (Response rate = 46/64 = 72%)

1) 11 do not provide FP

- a) 10 Yes Interest in FP
- b) 1 Do Not Know " " "

2) 35 provide FP

- a) 12 Yes Interest in FP
- b) 20 Blank " " "
- c) 3 N/A " " "

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E. SUMMARY FOR HEALTH FACILITIES

- 1) - DO NOT PROVIDE FAMILY PLANNING
- YES INTEREST IN FAMILY PLANNING = 10
- 2) - DO NOT PROVIDE FAMILY PLANNING
- (INTEREST IN FP IRRELEVANT) = 11
- 3) - YES INTEREST IN FAMILY PLANNING
- (WHETHER OR NOT PROVIDE FP)
10 do not provide FP + 12 provide FP = 22
- 4) - (WHETHER OR NOT PROVIDE FP)
- (INTEREST IN FP IRRELEVANT)
11 do not provide FP + 35 provide FP = 46

II. SUMMARY OF ALL DATA

- 1) HAVE A CLINIC - DO NOT PROVIDE FAMILY PLANNING
- YES INTEREST IN FAMILY PLANNING
15 Companies + 10 Health Facilities = 25
- 2) HAVE A CLINIC - DO NOT PROVIDE FAMILY PLANNING
- (INTEREST IN FP IRRELEVANT)
20 Companies + 11 Health Facilities = 31
- 3) HAVE A CLINIC - YES INTEREST IN FAMILY PLANNING
- (WHETHER OR NOT PROVIDE FP)
25 Companies + 22 Health Facilities = 47
+ 8 Companies from 1988 Survey = 55
- 4) HAVE A CLINIC - (WHETHER OR NOT PROVIDE FP)
- (INTEREST IN FP IRRELEVANT)
36 Companies + 46 Health Facilities = 82
+ 8 Companies from 1988 Survey = 90

III. POTENTIAL ADDITIONAL DEMAND

- 20 Teacher Training Colleges
- 80 Health Facilities of CHAK, Crescent, SDA
- Branches of FPPS Assisted Companies (8 or more such companies)
- 8 Requests Received by FPPS from Companies
- 28 Requests Received by FPPS from Health Facilities