

THE POPULATION STUDIES AND RESEARCH INSTITUTE  
OF THE UNIVERSITY OF NAIROBI:

THE FIRST FOUR YEARS

*EVALUATION*  
*June 1981*

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## EXECUTIVE SUMMARY

An evaluation was made of USAID/Nairobi's bilateral project, the Population Studies and Research Institute (PSRI) to update an earlier evaluation conducted in 1978. The evaluation described in this report was conducted between June 5 and June 19, 1981. The evaluators met with all but one of the members of the PSRI staff, most of the Institute's students, key members of the administration at the University of Nairobi, and members of the social science faculty. The evaluators were less successful in their efforts to see top ministry officials, in part because the foreign ministers of the Organization of African Unity were meeting in Nairobi at the time, but they did meet with second-echelon officials who are working directly with PSRI staff.

The principal findings and recommendations of the team were discussed at length with the director of the USAID mission and her staff and with the team from the Population Council.

Many of the recommendations in the 1978 report are still of concern, and because they have not been implemented, the current investigators took a harder line in some cases than was taken by their predecessors. The recruitment of expatriates and relations with the ministries have improved; however, other issues, such as local and external training and the research awards program funded by the PSRI, remain to be resolved. The problems with internal organization and administration have, in fact, worsened because they have been allowed to continue, despite recommendations to the contrary. Consequently, the recommendations in this report go beyond those in the earlier evaluation. Here, the team has proposed organizational changes in the administration of the PSRI.

The team's principal recommendation is that USAID should continue to support the PSRI for at least the three years following the termination of the present agreement. Withdrawal of support at the end of the agreement would result in a serious setback for the PSRI and for the legitimation of population research and training as critical components of national and regional development programs in East Africa. In the interest of continuity and effectiveness, the evaluators believe that USAID should negotiate with the Population Council the extension of its team's services. The members of the Population Council team are exceptionally well suited to provide the kind of assistance that is needed to fulfill the objectives of the program. Their assistance should be continued during the period of the proposed extension with no reduction in the commitment of actual time.

Immediate steps should be taken to assure the foreign fellows of the PSRI's and the University's continuing interest in their progress and development and to arrange for their absorption by either the PSRI or other units of the University. None of the students who are abroad at this time appear to be suitable replacements for Drs. Henin or Mosley; therefore,

students should be recruited as soon as possible for training abroad in population economics and public health and family planning.

A Kenyan should be appointed to be deputy director to ensure that close attention is given to the day-to-day operation of the PSRI, which is seriously neglected. The evaluators also recommend that the Governing Board contribute more actively to the PSRI's training and research programs, and work to strengthen the PSRI's relationships with the rest of the University, expand its links to the government sector, and reorganize its internal administration so that the needs of the professional staff are met responsively and efficiently.

The Population Council team has made an impressive contribution to the PSRI's research program in important problem areas, and it is well on the way to providing a definitive picture of the demographic situation of Kenya. The evaluators urge, however, that collaboration in research with Kenyans within the PSRI, in other relevant units of the University, and with the foreign fellows who are scheduled to return be emphasized and increased. Much of the external research funded by the PSRI is of questionable relevance to population. The USAID should make no additional contributions to the external research fund until review procedures are formalized and followed along the lines indicated in this report.

The PSRI should revise its curriculum and reduce the number of required courses to strengthen and broaden the training program by facilitating access to relevant courses offered elsewhere in the University. The curriculum should be revised also to give less attention to formal mathematical approaches and to devote more time to research methodology, statistical analysis, and data processing, as well as to substantive topics such as mortality, population policy, and important aspects of the inter-relationship between population and development. Also, greater use of personnel and resources in other relevant departments is desirable.

This report contains an assessment of the acute need for physical plant and research facilities. Rapid response to these needs is critical. The evaluators recommend that the search for solutions in the interim be initiated immediately to prevent the serious impairment of PSRI operations.

In considering the team's recommendations, the USAID must bear in mind that, except for fellowships and occasional research support provided by other donors, it will have to assume the major burden for the project's extension. Of the other donors active in Kenya, none seems prepared to make more than a marginal contribution to institution-building, although their representatives all agree that the PSRI is important to development in Kenya.

## ABBREVIATIONS

APHA	American Public Health Association
CBS	Central Bureau of Statistics
DAAD	German Donor Agency
E&R	Evaluation and Research
FAO	Food and Agricultural Organization of the United Nations.
FPAK	Family Planning Association of Kenya
GOK	Government of Kenya
HID	Health Information Division
IDS	Institute of Development Studies
I&E	Information and Education
IUSSP	International Union for the Scientific Study of Population
KFS	Kenya Fertility Survey
MCH	Maternal and Child Health
MOH	Ministry of Health
NFWC	National Family Welfare Center
OAU	Organization of African Unity
PC	Population Council
PSRI	Population Studies and Research Institute
UNFPA	United Nations Fund for Population Activities
UNTCO	United Nations Technical Cooperation Division
USAID	United States Agency for International Development
WFS	World Fertility Survey

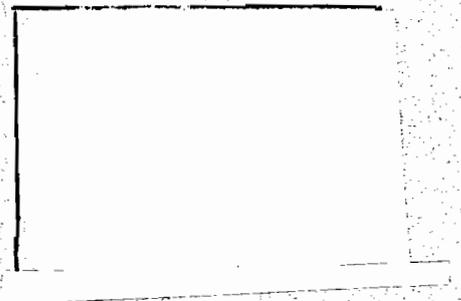
## I. INTRODUCTION

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Two evaluations have been made of the Population Studies and Research Institute (PSRI). The first, a general evaluation, was conducted in July and August of 1978; the second, a special evaluation of the curriculum and training program, was completed by two external examiners in 1980. These reports are mentioned at appropriate points in this document. The evaluators also address the recommendations in the 1978 evaluation. The general evaluation was concerned primarily with the survival of the PSRI, an issue which no longer appears to be critical. Relations with the academic departments, an important concern in the first general evaluation, have improved. Other major problems, however, remain to be resolved.

The purpose of the assignment described in this report, in the cable of February 2, 1981, from AID/Nairobi to AID/Washington, and in the task assignment sheet provided by the American Public Health Association (APHA) was to evaluate USAID/Nairobi's bilateral project, "Population Studies and Research Center," to update the earlier evaluation. Two AID agreements, one with the Population Council and one with the University of Nairobi, were involved. Although the two agreements have certain distinct conditions, the evaluators ignored these distinctions so that they could look at the project as a whole.

A list of the persons with whom the evaluators discussed the project is attached as Appendix A.



## II. OBSERVATIONS AND FINDINGS

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In this report, the evaluators examine the requirements for the evaluation task in the order in which they are listed in the cable of February 2, 1981.

### Meeting the Objectives of the Project

As stated in the cover memorandum to the project paper, the project has three major objectives:

1. To establish at the University of Nairobi a multi-disciplinary, fully operational Population and Studies Research Center [sic] staffed by highly educated Kenyan professionals who will provide direct assistance in the area [s] of research and training to the National Family Welfare Center[, ] which has direct responsibility for [the] expansion of GOK family planning services in the rural areas.
2. To develop a research segment within the Institute that will focus the talents and efforts of the Institute's staff, students and associate research fellows from the many areas of the University on policy-relevant activities which will provide responses to the research and evaluation needs of government ministries and other organizations involved in population/family planning activities.
3. To develop a training program which will include a postgraduate program and infusion of new population/family planning curricula into undergraduate courses in various departments of the University.

The first objective can be realized only after the return of the Kenyan graduate students who are now abroad. Progress has been made on the second objective. The third objective has been realized to the extent that a master's program has been established within the PSRI, but no courses are being offered at this time for undergraduates. The Department of Sociology, however, does offer some population courses for undergraduates.

Kenyanization and Requirements for Expatriate  
Technical Assistance

According to Deputy Vice Chancellor Mbithi, the University's policy is to continue indefinitely expatriate staffing at a substantial level throughout the institution. Mbithi indicated that this is necessary to build a mature and internationally recognized faculty. Regular salaries are such that only young scholars and retirees are attracted to the University. The vice chancellor does not view the Kenyanization of the PSRI as an immediate or desirable goal. It may be possible to add to the PSRI staff from other East African countries as the Institute expands its role as a regional population center.

The PSRI has great need for expatriate assistance, and that need will not be reduced until the foreign fellows are firmly in place. The current level of external support cannot be sustained indefinitely, but it is critical for the survival of the Institute and must be extended for several years after the present contract expires.

The Population Council team has played a crucial role in the development of the Institute's training and research activities. It has been almost entirely responsible for the establishment of collaborative relationships between the PSRI and government programs and agencies and for contacts with the private sector. These relationships have been fruitful, resulting in significant research output by the Population Council team.

The PSRI's relationships with government agencies do not extend to the Kenyan staff. Those who return from abroad will not be able to replace the expatriate group unless they complete an extended internship under the tutelage of the Population Council team. Effective relations have been developed with the Central Bureau of Statistics (CBS) and, more recently, with certain divisions of the Ministry of Health (MOH). In addition, Dr. Henin is beginning to involve the PSRI in the affairs of other ministries. These new relationships will require careful nurturing to be entrusted to junior colleagues.

With the return of foreign fellows to the University and to the Institute, a crucial phase will begin in the evolution of the PSRI into an indigenously-run organization. It will be necessary to select additional foreign trainees to replace the expatriate group involved in population economics and epidemiology. This is another reason that the Population Council team will be needed after the present contract expires.

### Intra-University Relations

Of special concern in the earlier evaluation were the relationships between the PSRI and other departments and units of the University. Initially, there was strong opposition to the Institute and this, among other things, seriously delayed the development of the Population Council team. The opposition has weakened. The PSRI is accepted at this time as an integral part of the University, and it no longer is regarded as a threat to or a duplicator of the work of other departments. But although there is less negativism, much remains to be done to promote closer collaboration and to make maximum use of collective resources to strengthen and enrich the teaching program. Some of the deficiencies of the teaching program could be eliminated if more opportunities to crossing departmental lines were provided (e.g., faculty from other departments could be attracted to participate in PSRI programs and PSRI students could be encouraged to take relevant courses in other departments).

Given the teaching loads in the academic departments and the requirements of the PSRI curriculum, this problem will not be easy to solve. There are precedents for action, however. Both Professors Henin and Mosley have offered courses in the Department of Community Medicine. Professor Henin developed a syllabus for a course in population economics which, unfortunately, he has not been able to offer because he is burdened by teaching duties at the PSRI. Three lecturers from the Department of Mathematics have taught in the PSRI program, and the director of the Institute of Development Studies has indicated that he is willing to allow appropriate members of his staff to teach at the PSRI.

These examples of cross-departmental cooperation indicate the feasibility of further reducing the insularity of the PSRI's academic program. It was natural, perhaps, that the PSRI would develop a fairly compartmentalized program, given the opposition with which it had to contend initially. Now that its place in the University is recognized and unopposed, the PSRI should take advantage of opportunities to consolidate and extend its ties to other units of the University.

With the promotion of Professor Mbithi, a member of the PSRI Board, to the position of deputy vice chancellor, the PSRI has found a person sympathetic to its needs and problems. Both the vice chancellor and the deputy vice chancellor assert that the PSRI has become an integral and permanent part of the University. There is convincing evidence to support this view. The PSRI, the Institute of African Studies, and the Institute of Development Studies are included in the plans of the University Grants Committee to construct a facility to house the institutes. This is encouraging, an expression of intent, but it will not solve the Institute's pressing need for space. The University's administration has acknowledged the urgent need for temporary

arrangements to ease the PSRI's desperate shortage of space for offices, classrooms, the library, and research laboratories. The University seems to be committed to alleviating the PSRI's problems, for it has praised highly its contributions to teaching and research and its responsiveness to the needs of government agencies.

### PSRI's Relations with the Government of Kenya

The Institute's involvement in the activities of government agencies is the result of efforts of the Population Council team. Professor Henin deserves much credit for his ceaseless efforts to promote articulation with various agencies. In the past year, Professor Mosley has established effective contacts at the working level in the Ministry of Health. Professor Dow's current and proposed research has relevance for the national family planning program and his findings will round out the emerging picture of Kenya's demographic situation.

Relations with government agencies and programs are dynamic and continue to unfold. An overview of relations with the various ministries follows.

#### A. Ministry of Economic Planning and Development

##### 1. CBS

The PSRI has been most successful in collaborating with the Central Bureau of Statistics. A variety of policy-relevant areas have been covered, and a range of kinds of assistance, from the technical to the conceptual, has been provided. The research of the Population Council team has received much recognition following publication by the CBS in the series Social Perspectives. The CBS has condensed and reprinted several PSRI publications, including "The Implications of Kenya's High Rate of Population Growth," "The Future Development of the Kenya Family Planning Program," and "Demographic and Contraceptive Programs among among Kenyan Women." One of the most fruitful joint efforts of the PSRI and CBS was the publication of population projections for Kenya and its provinces. These projections were particularly valuable.

The director of the CBS has expressed a strong interest in continuing the relationship with the PSRI, and it is clear that some of the CBS technical staff think well of the relationship, citing the mutual respect, cordiality, and cooperation that exist at the working level.

The CBS looks forward to the PSRI's contribution to the design of the 1983 demographic survey and planning for the 1989 census. Both will be significant efforts (the demographic survey, for example, will include approximately 80,000 urban and rural households). The results of the 1983 demographic survey will be used to prepare the next five-year plan. It has been proposed that the PSRI and the CBS collaborate in the collection of new data on prospects for fertility decline and popular perceptions of family planning and the family planning program. This effort will be piggy-backed onto the household expenditure survey, which will be conducted this August and on which Professor Dow and Linda Werner, a computer specialist assigned to the CBS and supported with funds from the Rockefeller Foundation, will collaborate.

The director of the CBS has affirmed that Professor Henin played a useful role in linking CBS demographic data with data on nutrition and fertility. This merging of data became the basis for an analysis of the determinants of fertility. The director noted also that inputs to the economic plan are coordinated through the Demographic Trends Working Group, which includes among its members CBS and PSRI staff and representatives from the Ministries of Health, Education, Labour, the Registrar General's office, and other units of the Ministry of Economic Planning and Development.

There have been favorable responses to the study on mortality levels, trends, and differentials. This study is being coordinated by Professor Mosley in collaboration with Professor Henin and Mr. Kekovole of the CBS. The study will provide data to define objectives and set priorities for Kenya's health policies and programs.

## 2. Division of Rural Development Planning

In conjunction with Mr. John Kidende, head of the agency, Professor Henin is pursuing two kinds of activities that are of interest to the Division of Rural Development Planning. The first is the organization of provincial seminars and workshops on rural development. The second is the preparation of five-year district plans for the current plan period. Professor Henin is working at this time on plans for two districts.

### B. Ministry of Health

From the outset, the primary emphasis has been on the PSRI's involvement with the National Family Planning Program, conducted by the National Family Welfare Center (NFWC). The Kenyan government has been consistent in asserting that its primary interest is rural health and that family

planning would be considered only as part of the maternal and child health (MCH) component of the rural health program. The NFWC, the agency responsible for family planning in the government, has not been given the mandate to mount a vigorous program in family planning.

Initially, the NFWC consisted of five divisions: Administration and Planning, Clinical Services, Training, Information and Education (I&E), and Evaluation and Research (E&R). It was expected that the PSRI would establish links with E&R, but for a variety of reasons, including the late arrival of the epidemiologist who is on the Population Council team, this did not happen. For a time, a Kenyan in the PSRI who is a personal friend of a senior MOH official worked as a consultant to E&R--an arrangement which later complicated Dr. Mosley's efforts to establish an effective link with the division. Dr. Mosley was unable to gain access to senior MOH officials and to an expatriate adviser at the NFWC's E&R Division as these officials seemed reluctant to facilitate Dr. Mosley's access to data. Conditions have improved. The E&R Division was merged with the Division of Vital and Health Statistics and responsibility for the administration of the entire unit was shifted from the NFWC to the Health Information Division (HID), headed by Dr. J. Otete. Dr. Mosley's help in planning the activities of this new unit is welcomed enthusiastically by Dr. Otete.

Effective contact with the unit of the National Family Planning Program responsible for evaluation has been established, although not in the way envisioned. The HID has primary responsibility for the collection, analysis, and evaluation of all data related to health, including data from the National Family Planning Program. Dr. Mosley now spends part of his time at the HID, where he has office space and access to data and available staff. The director of the HID reports that Dr. Mosley is very helpful in recommending methods for data collection and staff training. He is counting on Dr. Mosley to help develop the HID's work plan and improve its operations. Dr. Otete stated that he "would like to have Dr. Mosley around for at least the next three years" and added that "to get someone else with his qualifications would be very difficult."

Working relations with the NFWC are different from what was expected. The deputy director of the NFWC, Dr. Irene Gathinji, believes that Dr. Mosley's work with the HID is quite useful, even though she no longer controls the E&R Division (the personnel of the E&R Division continue to be housed at the NFWC and because Dr. Mosley works with the group he can be found at the NFWC). Dr. Gathinji particularly appreciates Dr. Mosley's ability to answer operational questions with data he has gathered and analyzed with a minimum of bother and delay. Dr. Mosley's contacts at Chogoria, the mission-run primary health care project on the slopes of

Mt. Kenya, have been useful to Dr. Gathinji, who has been given access to information on field experience and operational data which she would not have received otherwise. Dr. Mosley's work at Chogoria is anything but a diversion, for it is serving the needs of the center. Dr. Mosley is the source of first-hand information which is needed to make decisions on the program.

Both Dr. Otete and Dr. Gathinji expressed a strong interest in using even more of Dr. Mosley's time. Both see the need to extend his services well beyond the period proposed. Dr. Mosley's work has not impressed the director of the NFWC or the director of Medical Services, perhaps because these persons are not enthusiastic about the family planning program. As was noted in a recent World Bank project report, whatever the reasons, it is clear that the director of the NFWC "has not been able to give full-time attention to NFWC."\*

Dr. Mosley believes that, in this setting, it is best to try to build a capacity for evaluation and research at the middle administrative and technical levels. Indeed, this may be the only possible approach. In allowing Dr. Mosley to work at the NFWC and the HID, the PSRI is performing a valuable service for the MOH and strengthening its efforts in family planning. As the top leadership becomes more aware of and convinced that the population problem has to be confronted directly, the value of the collaborative arrangement between the PSRI and the MOH should become evident. As in any project in which an investment is made and a return expected, risk is involved. The evaluators are convinced that the risk in this venture is worth taking.

#### C. Ministry of Agriculture

Professor Henin has contacted the Planning Division of the Ministry of Agriculture to discuss how the government's policy on food is affecting population trends. It is expected that the discussion will continue at provincial and district levels.

#### D. Ministry of Education

Contacts with the Ministry of Education are indirect and are made at the request of the vice chancellor for demographic information who is involved in planning a "second university." The vice chancellor is

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\* The World Bank, Project Performance Audit Report, April 2, 1981, p. 22.

chairman of an intragovernmental committee established for this purpose. Professor Henin has provided projections of the age cohorts and, in collaboration with Dr. John Nkinyangi of the Institute of Development Studies, he is planning to calculate expected enrollment rates and progression ratios. This information is needed to translate demographic magnitudes into estimates of the projected student population.

#### E. Ministry of Transport and Communications

The PSRI has signed a contract for a study of the effects which the construction of rural access roads in two zones in Kenya will have on demographic conditions. The effects of new scales of distance and accessibility on out-migration and family formation are of special concern. The study, commissioned by the Ministry of Transportation and Communications, will be funded by the USAID.

#### Adequacy of Graduate Degree Programs of PSRI and Implications for Future Staffing, Both Kenyan and Expatriate

The M.A. and M.Sc. program is now in its second year. The first class of students is expected to complete its thesis work by September 1981. The team's assessment of the quality and commitment of the students is favorable. There are 11 students in the first class and 8 in the second (see Appendix C). The second-year students assured the evaluators that their fellowship support will see them through September, but they complained that the stipends are too meager to cover their needs. The prospects for employment of most second-year Kenyan students are promising. One is certain that he will be returning to the Ministry of Economic Planning and Development, another is fairly certain that he will accept a position, and a third is giving first preference to a position there. Two other students will be returning to the Ministry of Finance and Ministry of Education, respectively. It is of interest that the PSRI has been approached by the Dutch-supported Medical Research Center, which has an opening for a population analyst. For the first time an organization in the private sector has shown an interest in the graduates of the PSRI. It is likely that Mr. Mwobobia, one of the second-year students, will get the job.

Of the foreign students, the Sudanese will return to the University of Juba in Sudan. The two Ugandans face an uncertain future. One will remain in Kenya because her husband and family are here, but she may have problems obtaining a work permit. The other would like to return to Uganda, but she has no assurances of a job there.

The evaluators concur with the opinion of the external examiners that too many courses are offered and some are duplicative. It is expected that these observations will be considered as the curriculum is revised.

The team believes that students should be exposed to relevant courses in other departments, and they urge that steps be taken to encourage and facilitate study in other departments. Greater use of personnel and resources in other departments also is desirable. Physical facilities must also be improved. Apart from other constraints, the program is prevented from reaching its full potential because of severe shortage of space and woefully inadequate library resources. Until these and other difficulties are overcome, it would be unrealistic and premature to offer a doctoral program.

Although the Kenyan staff participate in the teaching program, the Population Council team carries the main burden (see Appendix C for a list of the supervisors of students' theses and Appendix D for staff teaching assignments for 1980-1981). The program is likely to falter if momentum is lost. This can be avoided by ensuring that the Population Council team is replaced with trained Kenyan professionals who have specialized in areas useful to the PSRI. Kenyans are being trained abroad and are expected to return to their country. Unfortunately, of those now abroad, none seems to be a suitable replacement for either Dr. Henin, an expert in economics, or Dr. Mosley. Additional support for fellowships will be needed to achieve an appropriate balance.

#### Foreign Training and Staff Development

A key feature of the long-range plan for the PSRI is the development of a Kenyan staff who have received foreign training or who have been transferred to the Institute from other departments in the University. The expatriate staff is needed to help integrate the foreign trainees and other new personnel into the programs of the Institute. For this reason, an extension of their services is justified.

The progress of those who are being trained at this time is important. Six predoctoral candidates are now in the U.S. They are located at three universities.

<u>Student</u>	<u>University</u>	<u>Field</u>	<u>Expected Position</u>
T. Gatara	Florida State	Sociology	PSRI
E. Khasiani	Florida State	Sociology	Uncertain
R. Musyoki	Florida State	Sociology	IDS
W. Mbugua Mazrui	University of Pennsylvania	Sociology	PSRI
Z. Muganzi	University of Pennsylvania	Sociology	Uncertain
Elisha Kanyiri	Johns Hopkins	Public Health and Demog- raphy	Department of Community Medicine

Two of the six students are slated for positions at the PSRI; two are on leave from university posts to which they will return; and two are uncertain about their job prospects. Khasiani and Mazrui have made the most progress and should complete their studies by mid-1982. Mazrui, who has a B.A. from Princeton and a M.A. from the University of Pennsylvania, is "making substantial progress on her dissertation," according to a member of the faculty familiar with her work. Khasiani also appears to be making satisfactory progress. Gatara and Musyoki are expected to finish their work six months after their colleagues. Musyoki has had difficulty satisfying the requirement in statistics, but is believed that she will be able to complete the degree. Muganzi and Kanyiri are having trouble. Muganzi received a terminal M.A. at the University of Pennsylvania to transfer to Florida State. Kanyiri failed his comprehensive examinations at Johns Hopkins and will not be admitted to the doctoral program in population. Thus, of the six students, four will probably finish their doctoral programs in the next 12 to 18 months. All four will be trained in sociology.

In addition to the predoctoral candidates, there is a postdoctoral student, Benjamin Oyoki, at the Office of Population Research at Princeton. Oyoki's background is in physics and math. At Princeton, he became experienced in demographic techniques and processing and analyzing sample survey data (Kenya Fertility Survey, or KFS). He will return to the university in August. Professor Henin would like Dr. Oyoki to join the PSRI as a senior lecturer. At this time, Dr. Oyoki is a lecturer in the Math Department. Dr. Otieno is being considered for transfer from the Math Department and postdoctoral training, probably at Princeton. At this time, he works part-time at the PSRI.

Mr. Muhindi, a tutorial fellow in the Department of Economics, is slated to go abroad this fall for training in population and economics. He probably will attend the University of Pennsylvania. The USAID is prepared to support Mr. Muhindi in the remaining year of the contract. The agency will be asked to consider supporting him for a period sufficient to complete his doctorate.\* The Department of Economics is willing to share Mr. Muhindi with the PSRI, and would consider transferring him to the Institute, if necessary.

To augment the Kenyan staff trained in population and economics, Mr. Kibua, who is now completing his Ph.D. in economics at the University, could be transferred from the Department of Economics to the PSRI. Mr. Kibua is a junior member of the faculty. He completed his M.A. under Professor M. Todaro.

The Institute seems to have reasonable prospects to build a young Kenyan staff competent in social and technical demography, survey analysis, and population and economics. However, even if all goes according to plan, additional foreign training in the public health aspects of population will be needed. An understudy must be found for Professor Mosley. This gap cannot be filled by replacing Dr. Mosley with any of the foreign trainees or persons transferred from other departments in the University.

#### Effectiveness of PSRI Board in Establishing Research and Training Policies and Priorities

It is the evaluators impression that the Governing Board has not shown much initiative in guiding the affairs of the PSRI, although this is its mandate. Nor does the director of the PSRI encourage such action. The role of the Board was not a prominent topic in discussions. There is no evidence that the Board has been guiding the allocation of research funds. The team heard differing opinions about the review process and approval of grant proposals. Whatever the process may be, it is clear that most of the awards have been made for studies that have little or no relevance to population. The director of the PSRI was not able to locate a copy of the guidelines for submitting and judging proposals. Nor could the chairman of the Department of Economics, a member of the Board and the research subcommittee readily locate a copy.

Apparently, the Board has not shown much interest in the PSRI's serious problems with internal organization and management. It appears that not only is the senior administrative assistant frequently unavailable; he is, in fact, often obstructive. Neither the Population Council team nor the

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\* USAID will stand by those who are already abroad and see them through their training as long as they are making satisfactory progress.

Kenyan staff, with the exception of the director of the PSRI, have access to the PSRI's two secretaries. The administration has made no effort even to provide desks for the secretaries, who would make valuable contributions to the staff.

Mr. Wahihia was sent by Professor Henin, with AID's support, to the U.S. Bureau of the Census for 18 months of training in programming. In the PSRI's "Annual Work Programme 1980/81" it is claimed that Mr. Wahihia's return "now makes it possible for the needs of the second-year postgraduate students to be met on a regular basis . . . to assist [them] with the programming problems and techniques arising from their research topics." The students informed the evaluators that they have received virtually no assistance in programming. Mr. Wahihia was given no work space, his salary was not increased (in recognition of his advanced training), and the PSRI administration failed to encourage him in any way. Mr. Wahihia is at the PSRI, but he spends all his time working for Mr. Muinde, whose office he uses.

Mr. Oyieng is another example. He began working at the CBS after he completed his training in systems analysis and statistics at George Washington University. He was transferred from the CBS to the PSRI to serve as a tutorial fellow and was apprenticed to Dr. Henin to assist the students. But he has no place to sit at the PSRI and is severely hampered in his work.

#### Progress and Impact of Regional Planning Seminars of PSRI and the Ministry of Economic Planning and Development

Three kinds of workshops are on the agenda of the PSRI. Two will be conducted in collaboration with the CBS in the Ministry of Economic Planning and Development.

Provincial-level workshops were designed for all personnel concerned with development planning at both the district and provincial levels. The dynamics of population change and the interrelationship between population and the economic and social aspects of development were the subject of the workshops. The aim was to identify the implications of population growth for the country's five-year development plan.

Four such workshops were planned; two have not been held. The first workshop was conducted in Kericho in August 1978. The participants came from all the districts in Nyanza and Western Provinces. All the district commissioners, the provincial and district planning officers, the provincial medical officers, local representatives of the Family Planning Association of Kenya (FPAK), and others attended. A second workshop was organized in Nyeri in May 1979 for all districts in Eastern and Central Provinces. These two workshops were funded with a UNFPA grant.

The third workshop, for Rift Valley Province, was postponed because of the 1979 population census and the national elections. Although all the necessary material for this workshop was ready by the end of 1979, a convenient date for all the participants could not be found and the workshop was delayed indefinitely. A fourth workshop is projected for the Coast and Northeastern Provinces.

A national seminar is planned to follow the four workshops. The recommendations emerging from the provincial workshops are to be discussed by representatives from the provinces, the permanent secretaries, and other senior civil servants from the Ministries of Agriculture, Economic Planning and Development, Health, Labor, etc.

The proceedings of the first provincial seminar have been distributed. The report on the second seminar has been prepared but has not been printed. Efforts are under way to organize the remaining two provincial seminars.

A three-day workshop has been proposed for senior civil servants. It will address the interrelationships between population change and economic and social development. Such areas as population and development, recent demographic trends in Kenya, determinants (and differentials) of fertility and mortality, transitions in fertility and mortality, and policy options also will be covered.

The workshop is to be based primarily on the findings from a series of socioeconomic surveys conducted by the CBS in conjunction with the PSRI and published either as PSRI publications or in the series Social Perspectives. The proposed workshop is considered to be the most effective way to disseminate these findings directly to high-level policymakers and planners.

A series of regional (East Africa) workshops and seminars has been initiated, and two workshops have been held. The PSRI and the Food and Agricultural Organization (FAO) co-sponsored in September 1980 a two-week workshop on the use of population data in agricultural and rural development. The participants were university staff and agricultural officials from Kenya, Uganda, Tanzania, Somalia, and Ethiopia.

A second regional workshop was organized by Dr. Henin in April 1981. The topics were agricultural settlements, agricultural development, and population change. The workshop was sponsored by the PSRI with funding from the Ford Foundation. The participants were scholars from Ethiopia, Kenya, Sudan, Tanzania, and the United States. Presumably, the participants are preparing research proposals based on the workshop that will be submitted to prospective donors. Dr. Henin has prepared a report on the proceedings (see Appendix B).

Current and Prospective Levels of Support from the Government of  
Kenya and Other Donors

Support for the PSRI comes from a variety of sources and in a variety of forms. As the leader of the Population Council team, Professor Henin has been active in securing funds from donors. Given the stringency and growing demands on the University budget, external support for expatriate staff, research, fellowships, supplies, and equipment will be required for several years. The director of the Kenyan staff has not participated actively in efforts to raise outside funds.

Unlike institutions such as the Institute of Development Studies (IDS), the Institute has not generated much income from contract research. Although over-dependence on contract research should be avoided, contract research can provide an institution with the funds it needs for supplies, equipment, travel, and support staff. Similarly, there are alternatives to cover the costs of expatriate staff. In some departments, the expatriates receive local salaries from the University which are then "topped-up" by an external donor. The Institute need not be subject to complete Kenyanization and total dependence on the University's budget. It has an income stream with many tributaries that can support a permanent core staff of Kenyans, plus a variable number of regional and international scholars and researchers.

At this time, PSRI receives its major external support from the USAID which, in addition to providing three expatriate members of the faculty, makes available under a separate agreement funds for fellowships and research. The University of Nairobi covers the salaries of Kenyan staff and provides space and other facilities. The provision of other support, both current and prospective, is described below.

A. Foreign Training

Students are sent abroad for doctoral and postdoctoral training whether or not they are destined for posts at the PSRI. The effectiveness of the PSRI depends, in part, on the presence of Kenyans trained in population in the government agencies with which it has contacts and in related departments of the University. One can, appropriately, view foreign training as of a piece.

The breakdown of support is as follows:

USAID: 7 Predoctoral Fellowships  
Ford Foundation: 2 Postdoctoral Fellowships  
Rockefeller Foundation: 1 Predoctoral Fellowship

All these donors have indicated a readiness to consider additional requests from the PSRI for foreign training.

B. Expatriate Staff

Other than the Population Council team, which is provided by the USAID, the most valuable addition to the PSRI's research program is Linda Werner, who is working at the CBS under a grant from the Rockefeller Foundation. Although located at the CBS, Ms. Werner is a vital link in the relationship between the PSRI and the CBS.

The Belgian Government was approached for training funds, but it offered instead to supply a mathematical demographer to augment the expatriate staff. Professor Henin is negotiating the terms of this proposed arrangement.

C. Fellowships for Students in PSRI Master's Program

The breakdown of donor-supported fellowships is as follows:

<u>Donor Agency</u>	<u>Number of Students</u>
UNFPA	2
UNFPA/USAID	5
UNTCO	1
DAAD (Germany)	4
Gildersleeve (U.S.)	1
Rockefeller Foundation	4
Government of Kenya	1
University of Nairobi	1
TOTAL	<u>19</u>

#### D. Facilities and Equipment

The Ministry of Health has provided two project vehicles. Office space is available at the HID and the NFWC.

#### E. Research

The Central Bureau of Statistics provides access to data and computer services. It is an outlet for the results of PSRI research. The Ministry of Health also provides access to data. The Rockefeller Foundation has provided research funds to and supports the work of Linda Werner.

#### F. Seminars and Workshops

The USAID and various other donor agencies support seminars and workshops conducted by the PSRI.

1. Ford Foundation Funds have been provided for a regional workshop for academicians from Kenya, Sudan, Tanzania, Ethiopia, and the U.S. to prepare a research agenda on the interrelation between population and agricultural development.
2. FAO Funds were allocated for partial support for a regional workshop for senior civil servants from Somalia, Ethiopia, Uganda, Tanzania, and Kenya on the use of population data to solve agricultural and rural development problems. The proceedings are being edited by Professor Henin.
3. UNFPA The UNFPA funded provincial- and district-level workshops on the use of population data in local planning. The participants were district commissioners, provincial and district planning officers, provincial medical officers, local FPAK representatives, etc.

The University's administration is committed to provide suitable space for the Institute and to fund as many as 17 posts. Posts will be added as the work load increases. When adequate space is found for the Institute's library, a qualified librarian will be found to organize and manage the holdings.

The Impact of PSRI Research Publications on GOK Perceptions of the Consequences of Kenya's Rapid Rate of Growth and Development of Population Policy

It is difficult to measure the direct impact of research on programs and policies, particularly in the short run. It is clear, however, that the PSRI has been a prominent participant in the national dialogue on the consequences of population growth.

The PSRI publication, "The Impact of Current and Future Population Growth Rates on the Short-Term Social and Economic Development in Kenya," has been distributed widely. Like a number of other policy-relevant reports prepared by the PSRI, this document was published in the series Social Perspectives and thus found an even larger audience.

The PSRI has brought attention to the extraordinarily high population growth rate through its publications, and has helped to make it a matter of national concern. In his speech on the anniversary of the Achievement of Self-Government Day, June 1, 1981, President Moi spoke at length about the staggering implications of population growth, noting that "without new attitudes which would promote family planning [the] population will be more than 30 million by the year 2000." He specified in detail the anticipated consequences of this growth for development goals in employment, health care, food supply, housing, and education, and living standards in general.

The vice chancellor, too, has observed that the PSRI is conducting important research. At a meeting with the evaluators, he made the unsolicited observation that "PSRI's reports have been influential in arousing awareness of Kenya's population problems and in creating a felt need for taking population into account in national planning."

Policy that is not implemented has little value. It is worth noting that the PSRI has prepared materials to facilitate the implementation of policy at provincial and district levels.

Current and Projected PSRI Requirements for Physical Space, Information Storage and Retrieval, and Data Processing

The deplorable lack of space for staff, students, the library, and research facilities has already been noted. By the beginning of the next academic year, at least the following minimum requirements must be fulfilled:

• Office Space

Six offices, including the director's office, in the Department of Geography, are maintained. There are two rooms for support staff. At least 12 offices and adequate space for support staff are needed.

• Classroom and Seminar Space

Only one inadequate classroom is now available. At least two lecture rooms and one room for seminars and conferences\* should be provided.

• Library Space

The library is housed in one small room which severely restricts acquisition and the control of holdings. The PSRI needs a room with at least 1,000 square feet to house its holdings and to provide reading facilities.

• Research Space and Equipment

No research space or equipment is available at this time. A room is needed to store and prepare data and to house and operate a computer terminal. Work space for coding data, reading printouts, etc., also is needed.

The administration at the University of Nairobi has acknowledged that it is committed to provide interim and long-term facilities for the PSRI. According to the vice chancellor and deputy vice chancellor, interim arrangements have been delayed because the director of the PSRI believes that the Institute's claim to newly constructed space will be compromised if interim solutions are adopted. The evaluators have urged the vice chancellor and deputy vice chancellor to make clear to the director that new construction cannot begin until 1984 at the earliest (in fact, it may

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\* A seminar room in the Education Building has been allocated to the PSRI but, by all accounts, it is not usable.

be postponed even longer) and to assure him that the acceptance of interim solutions will not affect adversely the University's long-term commitment. It was agreed that this would be done.

The search for interim solutions must begin immediately. If solutions are not found within the next year, the ability of the PSRI to function will be impaired severely.

### III. RECOMMENDATIONS

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Many of the recommendations for the 1978 evaluation are still of concern, and because they have not been implemented, the evaluators have taken a harder line in some cases. Since 1978, recruitment (recommendations 2-5) and relations with the ministries (recommendation 15) have improved considerably. Local and external training (recommendations 6-13) and the research awards program funded by the PSRI (recommendation 14) continue to be of great concern and are considered again in the recommendations in this report. The problems with internal organization and administration (recommendations 16-21) have worsened because they have been allowed to continue. To stem these problems, the evaluators go beyond the recommendations in the earlier report and propose organizational changes in the administration of the PSRI.

The evaluators believed that the USAID decision to embark on this institution-building project in Kenya was well advised and the effort itself well conceived. Similar efforts have been undertaken in other parts of the developing world, but in few have so many achievements been made in so little time. It is clear that the PSRI is a resource that is needed in Kenya. There is no analogous resource elsewhere in East Africa with the potential to assume so important a role in the region.

The continuation of external support for at least three years is critical. The withdrawal of such support would result in a serious setback for the PSRI and for the legitimation of population research and training as critical components of national and regional development efforts in East Africa.

Although many institution-building problems remain, there is a clear consensus among the informants that the PSRI has established the necessary base within the University to ensure eventually the full realization of the project's objectives. Had the earlier delays identified in the first evaluation and in subsequent reports not occurred, it may have been possible to follow the original timetable. Given the course of events, however, it would be unrealistic to expect the project to become self-supporting by the end of the contract period.

#### Extension of USAID Support

The evaluators' principal recommendation is that the USAID should continue to support the PSRI for at least the three years that follow the termination of the original agreements. One can argue for an extension of this duration for the following reasons:

1. It is necessary to train replacements for Henin and Mosley. Three years will be needed to train Henin's replacement, beginning in the fall of 1981, plus a year of overlap after returning from abroad. For Mosley's replacement, who still may have to be identified, a similar period of training would appear to be necessary.
2. Mosley's undertakings at the Ministry of Health are just getting under way and show great promise. At this time, they represent the work of one man. A three-year extension would allow time to train staff and design and execute field studies.
3. The director of the CBS wants the Population Council team to assist with the design and analysis of the two major demographic undertakings that the CBS is planning for the next plan period: the 1983 demographic survey and the 1989 census. The analysis of the former would not reach full fruition until 1984-1985. It would be unfortunate if the PSRI were to lose momentum as a result of a major change-over in personnel at a critical time.
4. A strong expatriate team is needed to support the proposed deputy director during the period of transition at the PSRI. The Institute will be well served if such support is provided over the next three to four years.

The evaluators believe that the Population Council team is best suited to continue to provide the kind of assistance that is needed to fulfill the objectives of the project. These persons have established contacts with appropriate individuals and organizations at the University and in the public and private sectors and they represent an appropriate mix of disciplines and experience. The USAID should negotiate with the Population Council to extend the team's services for a sufficient period (at least three years) to facilitate the integration of the returning foreign fellows who will become the Kenyan core staff of the PSRI. Each of the members of the Population Council team have assured the evaluators that they are willing to stay on for the proposed period and agree with the recommended commitment of time.

The evaluators recommend that during the period of the extension there be no reduction in the time commitment of the Population Council team. Although the team's commitment to University activities could be phased down gradually, there are ample opportunities at this time to extend the PSRI's external activities to profit from the time that is gained.

The USAID and the Population Council should be in complete agreement about any diversion of time by the team for activities that are not project-related. It is important to recognize that, to attract and retain a group of the caliber of the Population Council team, some latitude must be allowed for scholarly pursuits which at times may have no relation to contract activities. These kinds of efforts are not only necessary, but they also are consistent with the objectives of the PSRI as an institution that aspires to a significant role in the region. The expatriate staff of the PSRI are scientists of wide repute, and they bring recognition to the Institute and therein lies some of their value. This problem can be handled by devising a general formula to allocate a fraction of time for legitimate non-project activities. Monitoring the use of that time would not be in anyone's best interests. As an approximation, 20 percent of time could be allocated for non-project activities; this would seem to be acceptable, given the requirements of the PSRI and government agencies. Any significant reduction below that level would encroach on efforts to establish a firm footing for the PSRI.

#### Staff Development

Immediate steps should be taken to assure the foreign fellows of the PSRI's and the University's continuing interest in their progress and development. The PSRI and the administration of the University should identify those students who are most likely to be absorbed by the PSRI and the University, and they should take the necessary steps to bring this about.

None of the students who are abroad at this time appear to be suitable replacements for Drs. Henin and Mosley. Students should be recruited for training abroad in population economics and public health and family planning. No student should be sent abroad unless he is assured of a University post on his return.

Two persons are being considered as a replacement for Dr. Henin. Mr. Kibua, a lecturer in the Department of Economics and a local Ph.D. candidate, is being considered for a joint appointment to the Department of Economics and the PSRI, subject to completion of the doctoral degree. Mr. Muhindi, a tutorial fellow in the Department of Economics, is slated for a one-year fellowship at the University of Pennsylvania. The USAID is providing support. An extension of his support should be considered to enable him to complete a doctoral degree. (He will be studying demography with Professor Etienne van de Walle.) Both these men already have assigned posts at the University. Professor Mureithi, chairman of the Department of Economics, has affirmed his willingness to share both these men with the PSRI. He is willing to consider transferring Kibua to a full-time post at the PSRI.

## Organization and Management

The director should be concerned with the broader objectives of the PSRI, the Institute's place in the University, and its relationships with outside organizations. The day-to-day operation of the Institute has been seriously neglected. To deal with this critical aspect of institution-building, a Kenyan should be appointed to the position of deputy director. This does not necessarily mean that an additional post will have to be created. Nor should the person selected be viewed necessarily as the successor to the director. The leader of the Population Council team is handling certain aspects of daily operations, but these responsibilities should be handed over as soon as possible to a Kenyan.

The Governing Board should take a more active role in the formulation of policy and the development of the PSRI's training and research programs, and it should work to strengthen the PSRI's relationships with the rest of the University, expand its links to the government sector, and reorganize its internal administration so that support staff can respond to the needs of the professional staff. As a first order of business, the Board should recommend the revision of the procedures for reviewing research proposals submitted for funding by the PSRI. This will ensure the quality, relevance, and feasibility of the research that is funded.

## Research

The Population Council team has made an impressive contribution to the development of the PSRI's research program in important problem areas. The team is well on the way to documenting a definitive picture of the demographic situation in Kenya. It is probable that in the next several years this research will be crucial to the formation of Kenya's population policy. In the research program, greater emphasis should be given to collaboration with Kenyans in the Institute and throughout the University, as well as with the foreign fellows who are scheduled to return. The students who are working for master's degrees may be researching problems that are particularly relevant to the work of the Population Council team (see Appendix C for list of thesis topics), and it is expected that their theses will become an integral part of the research product. Some of the theses may be condensed and published in the Social Perspectives series of the CBS.

Most of the external research funded by the PSRI appears to be of questionable relevance. Until the review procedures are revised, the USAID should make no additional allocations to the external research fund.

### Training

The PSRI should pursue vigorously opportunities to strengthen and broaden the training program by facilitating access to relevant courses offered elsewhere in the University. The number of required courses in the PSRI curriculum will have to be reduced (a recommendation of the outside examiners). Also, greater use of personnel and resources in other relevant departments is desirable.

The curriculum should be revised; less attention should be given to formal mathematical approaches and more time should be devoted to research methodology, statistical analysis, and data processing. Substantive topics, such as mortality, population policy, and the important aspects of the inter-relationship between population and development, should be emphasized especially.

### Physical Plant and Research Facilities

The team assessed the acute need for physical plant and research facilities. Rapid response to these needs is critical. A search for interim solutions should be initiated immediately to prevent the severe impairment of PSRI operations.

#### IV. CONCLUSIONS

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In considering the recommendations of the evaluation team, the USAID must bear in mind that, except for fellowships and occasional research support provided by other donors, it will have to assume the major burden of supporting the project's extension. Of the other donors active in Kenya, none seems to be prepared to make more than a marginal contribution to institution-building, although the representatives of the donor agencies all attest to the importance of the PSRI for development in Kenya. Having considered the issues raised in this report, and given the consensus of the evaluators' informants, the team believes that the project should be extended for at least three years, and not, as proposed by the Population Council, for only 15 months.

APPENDICES

Appendix A  
LIST OF CONTACTS

Appendix A  
LIST OF CONTACTS

USAID/Kenya

A. Herrick, Mission Director  
W. Lefes, Program Officer  
L. Douris, Assistant Program Officer  
A. Auma-Osolo, Assistant Program Officer  
S. Silberstein, Population Officer

Population Council

B. Baron, Deputy Director, International Programs  
R.A. Henin, Chief of Party, PC Team  
T. Dow, PC Team  
H. Mosley, PC Team

University of Nairobi

J.M. Mungai, Vice Chancellor  
P. Mbithi, Deputy Vice Chancellor  
F.N. Cwako, Deputy Registrar  
S.H. Ominde, Director, Population Studies and Research Institute (PSRI)  
W.M. Senga, Director, Institute of Development Studies  
S.E. Migot-Adholla, Deputy Director, Institute of Development Studies  
L.P. Murithi, Chairman, Department of Economics  
A.B. Ocholla-Ayayo, Lecturer, PSRI  
J. Oucho, Lecturer, PSRI  
First- and Second-Year Students

Ministries

J. Otete, Director, Health Information Division, Ministry of Health  
I. Gathinji, Deputy Director, National Family Welfare Center,  
Ministry of Health  
K.O. Agunda, Director, Central Bureau of Statistics

Donors

- D. Court, Representative, Rockefeller Foundation
- D. Erhardt, Coordinator, United Nations Fund for Population Activities
- G. Hyden, Representative, Ford Foundation

Appendix B

STAFF PUBLICATIONS AND PAPERS

## Appendix B

### STAFF PUBLICATIONS AND PAPERS

- Bhatia, Dr. J.C. "Some Demographic Aspects of the Danfa Rural Health and Family Planning Project, Ghana, West Africa." Population Studies and Research Institute, 1980.
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- Henin, R.A. and A. Korten. An Evaluation of Birth Histories--A Case Study of Kenya. Prepared for the IUSSP. PSRI, 1981.
- \_\_\_\_\_. "Marital Habits and Fertility in Kenya." Prepared for the World Fertility Survey. PSRI, 1981.
- Henin, R. A. and S. Mott, "Impact of Current and Future Population Growth Rates on the Short-Term Social and Economic Development in Kenya." PSRI, 1980.

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\_\_\_\_\_. "Population Problems in the African Environment: A Challenge  
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Appendix C

LIST OF STUDENTS IN MASTER'S PROGRAM

Appendix C

LIST OF STUDENTS IN MASTER'S PROGRAM

Second-Year Students

<u>Name</u>	<u>Nationality</u>	<u>Funding</u>	<u>Thesis Topic</u>	<u>Supervisor</u>
Ms. M. Kisanja	Uganda	DAAD (Germany)	Some Aspects of Population and Health Services	Mosley/ Oucho
Mr. K. Murngaru	Kenya	UNFPA	Family Planning and Fertility in Kenya	Otieno/ Mosley
Mr. I. Mwobobia	Kenya	UNTCDC	Differential Fertility in Kenya	Henin/ Mosley
Ms. E. Sempebwa	Uganda	Gilder-sleeve Foundation (U.S.)	Breastfeeding and Family Planning in an Urban Population	Dow/ Mosley
Mr. S. Gaietta	Kenya	Kenya Government	Women's Labor Force Participation and Fertility in Kenya	Ominde/ Mosley
Mr. D. Ahawo	Kenya	UNFPA/ USAID	Adolescent Fertility and Family Planning in Kenya	Ominde/ Dow
Ms. R. Masaviro	Kenya	UNFPA/ USAID	Population Trends and the Provision of Primary Education in Nairobi	Oucho/ Muinde
Mr. J. Ronh	Kenya	UNFPA/ USAID	A Study of Mortality Models	Henin/ Otieno
Mr. M. Kibet	Kenya	UNFPA/ USAID	Differential Mortality in Kenya, by District	Henin/ Otieno/ Mosley
Mr. I. Abdelrahman	Sudan	DAAD (Germany)	Fertility Differential in the Sudan	Henin/ Dow
Mr. N. Opinya	Kenya	UNFPA/ USAID	Population Pressure on Urban Housing	Ominde/ Dow

<u>Name</u>	<u>Nationality</u>	<u>Supervisor</u>
<u>- Ph.D. Training at PSRI, 1979-1981</u>		
Mr. J. Oucho	Kenya	Henin/Ominde
Mr. Aylemba	Kenya	Henin/Ominde

First-Year Students

<u>Name</u>	<u>Nationality</u>	<u>Sponsor</u>
<u>M.A.</u>		
Mrs. D. Mukasa	Uganda	DAAD
Miss J. Katende	Uganda	UNFPA
Mr. J.M.T. Bukenya	Uganda	DAAD
Mr. W. Rupia	Kenya	University of Nairobi
<u>M.Sc.</u>		
Mr. B.U. Koyugi	Kenya	Rockefeller Foundation
Mr. P. Khata	Kenya	Rockefeller Foundation
Mr. F.S. Nyamwanje	Kenya	Rockefeller Foundation
Mr. B.J. Obonyo	Kenya	Rockefeller Foundation

Appendix D

PSRI STAFF TEACHING, 1980-1981

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First Term

P 402:	Introduction to Demographic Techniques	HENIN
P 403(a):	Basic Mathematics for Population Studies	ACHOLA/OTIENO
P 419:	Applied Probability and Stochastic Processes	ACHOLA/OTIENO

Second Term

P 401:	World Population Trends and Population Situation in Africa	OMINDE
P 403(b):	Social Statistics for Population Analysis	MUINDE
P 408:	Fertility and Development	DOW
P 404:	Advanced Demographic Techniques	HENIN
P 420:	Population Mathematics	ACHOLA/OTIENO

Third Term

P 400:	Theories of Population and Social and Economic Development	MOSLEY/DOW/ HENIN
P 411:	Urbanization and Human Settlements	OUCO
P 405:	Population Estimates and Projections	HENIN
P 409:	Stable Population Theory	ACHOLA/OTIENO