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THE MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT

THE EVALUATION REPORT OF RURAL WOMEN EXTENSION (RWE) PROGRAMME NO.698-0388.13, IMPLEMENTED BY THE UNITED STATES PEACE CORPS, KENYA

SUBMITTED BY DR. C. KATEREGGA
PERFORMED UNDER CONTRACT
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A C K N O W L E D G E M E N T

The evaluation team thanks the RWE Volunteers and concerned USAID, U.S. Peace Corps and Ministry of Agriculture and Livestock Development staff who were very helpful in making arrangements for the study and took time to provide information needed for the evaluation. Many thanks are also extended to the beneficiaries for their willingness to share their experiences with the team and their enormous hospitality and generosity.

TABLE OF CONTENTS

PAGE

SUMMARY OF EVALUATION REPORT

1. BACKGROUND TO THE STUDY

Introduction 1

2. ORGANIZATION AND METHODS OF WORK

Organization of Work 3

Methods of Work 3-5

3. STUDY FINDINGS AND DISCUSSION

Characteristics of Agents and Beneficiaries of the Project 6-7

Programme Performance 8-12

Impact of Programme on Beneficiaries 13-15

Problems Encountered 15-16

Present Status of Programme 16-17

4. GENERAL CONCLUSIONS AND RECOMMENDATIONS

Conclusions 17-18

Recommendations 18-21

ANNEXES 1 to 9

References

SUMMARY OF EVALUATION REPORT

Type of Evaluation Final Programme Evaluation	**Dates Evaluation Undertaken** 2 - 31 July 1984
Manpower Employed Independent consultant and Ministry of Agriculture and Livestock Representative	**Programme No.698-0388.13** Programme Title: Women in Development Rural Women's Extension (RWE)
Programme Life Programme inception: 1979 Date Approved: September 1980 Date Operations Commenced: 1981 Programme Redesigned: June 1983 End of Programme: December 1985	**Funding Sources** 1) USAID - $184,000 2) U.S. Peace Corps - $642,572 3) Government of Kenya - $318,487
Implementing Agencies U.S. Peace Corps Ministry of Agriculture and Livestock Development	**Programme Activities** 1) Recruiting Volunteers 2) Training Volunteers and national counterparts 3) Conducting field activities with beneficiaries 4) Holding RWE Exhibition 5) Conducting interim assessment and final evaluation of programme
Recommendation The evaluation team strongly recommends that RWE Programme be extended and expanded and corrective measures be taken to improve recruitment and training of volunteers and management of the programme.	**Immediate Action is needed to:** 1) extend funding with immediate effect because programme is at halt; 2) make decisions regarding recruitment, training and management of programme; 3) appoint programme co-ordinator; and 4) develop plan of action for extending programme.

PART I: BACKGROUND TO THE EVALUATION

INTRODUCTION

Today, the development strategy in Third World Countries focuses on full mobilization of human resources including women. As elsewhere in Africa, women in Kenya make up a large proportion of farmers and distributors of foodstuffs and are responsible for the processing, marketing, storage and utilization of agricultural products. Women are also responsible for the welfare of entire households and they play a major role in dealing with problems related to development such as health, nutrition, population and education, etc. Furthermore, the inculcation of positive attitudes to life of the future generation, to a very considerable extent, depends on women who bear, nurture and give primary education to children. However, although women are the backbone of rural development, in particular agricultural production, they lack access to agricultural education, services and resources.

One of the objectives of the Ministry of Agriculture and Livestock Development, through its Home Economics and Youth Branch, is to enable women to participate fully in the development process of their country and improve the quality of life of families by fulfilling their multiple roles, in particular food production. But the Ministry is very much constrained by staff shortages and geographical dispersion.

It is, therefore, in this context that in 1979, the Government of Kenya's Ministry of Agriculture and Livestock Development and U.S. Peace Corps, which can provide manpower, decided to undertake in a joint effort the programme for rural women entitled "Rural Women's Extension" (RWE).

In light of the United Decade for Women, the Agricultural section of the United States Agency for International Development(USAID) also has keen interest in enchancing women's role in agricultural production. Therefore, because Peace Corps, the implementing agencies of RWE programme needed additional resources to strengthen and expand the programme, a request was submitted to USAID for funding. This was granted in September, and the programme became operational in 1981. An interim assessment of the programme was conducted in December 1982 to reflect what was happening in the field and to give the programme more focus. The specific objectives which emerged and which are the basis of this evaluation are to:

1) encourage agricultural and small animal production for family consumption and nutrition, preservation and storage, and marketing;
2) involve women and youth in the design and production of farm and home improvement through the sharing of home-making techniques;
3) assist women with increasing their well-being among other things, increasing capital by way of income generating projects and access to credit facilities;
4) assist women in identifying and utilizing non-formal education services and other available extension services; and
5) assist the Ministry of Agriculture and Livestock Development's Home Economics and Rural Youth Branch staff through the projects while assisting them with other extension activities.

The project document provided that a review of the activities undertaken in the programme would be conducted after the first phase of the project to make recommendations for future actions for the programme. (See Terms of Reference for the Evaluation in Annex 1). The evaluation was carried out from 2 to 31 July. The evaluation report is divided into four parts: Part One provides a background to the programme being evaluated; Part Two describes the organization and methods of work; Part Three presents and discusses the study's findings; and Part Four makes conclusions and sets forth recommendations for the future of the programme.

PART II: ORGANIZATION AND METHODS OF WORK

ORGANIZATION OF WORK

The selection of the evaluation team and terms of reference; and the organization of the work were done by a committee representing the Ministry's Home Economics and Rural Youth Branch, Peace Corps and USAID. In addition to the committee, the representative of the RWE programme assisted the committee in planning the evaluation and collecting background materials which were provided to the evaluation team.

The evaluation team consisted of Ms. Grace Odwako, Kenyan representative from the Home Economics and Rural Youth Branch; and Dr. Crissy Kateregga, independent consultant. In carrying out its work, the team maintained close liaison with the above committee and the RWE representative. The team had several meetings with appropriate officials in concerned agencies: (a) to be briefed on the project; (b) to draw out research modalities; and (c) to finalize the study instruments.

Field work was done from 11 to 31 July 1984, after which the consultant was to analyze data and write the report. An opportunity was taken for a feedback meeting with the RWE Volunteers at the regular RWEs sector meeting to discuss the preliminary findings of the evaluation, as well as the future of project. This facilitated the invaluable input of the volunteers in the outcome of the evaluation.

METHODS OF WORK

Study Design and Sample: Although the project was almost five years old at the time this evaluation was undertaken, it was decided that the main thrust of the study was to be on the time after the project was redesigned in December 1982. Given the interest to assess the

impact of the project and to generate planning and management information to strengthen the project, a survey approach was considered most appropriate for the evaluation. Four types of data were used, namely, secondary data, discussions, structured questionnaires and observations.

Out of a population of 34 project sites considered for the study, a sample was drawn, composed of 16 selected RWE project sites. This was done because of the excessive amount of time and financial resources that would have been involved to reach all 34 project sites (See Fig. 1 Annex 2). The project sites were selected to represent (a) 50 per cent of each of the two RWE groups of volunteers, who began their services at different times; (b) balanced geographical distribution of project sites; (c) availability of RWE volunteers in their sites at the time of study; and (d) adequate coverage of different categories of projects undertaken.

Data Collection, Processing and Analysis: Data were collected at field and agency levels through four sources, namely, secondary data, discussions, field observations and structured questionnaires.

(a) Secondary data consisted of records and documents provided at headquarters of agencies concerned and those made available by Volunteers, Peace Corps and Ministry of Agriculture and Livestock Development field staff.

(b) Discussions were held with 16 volunteers, 10 counterparts and 20 officials concerned with administration and training aspects of the project both at headquarters and in the field. In the field discussions were held in order to gather information on the administration and implementation process of the programme, they were also to gain insight into people's perception of the project and solicit their suggestions about the future of the programme. Discussions at the agency level covered certain areas in which the agencies were involved. For example, discussions with Peace Corps were about recruitment, training, programming and financial administration of funds donated for the programme; those with Ministry of Agriculture

and Livestock Development staff covered technical support, planning implementation and monitoring of the programme and field activities; while those with USAID officials were mainly on the objectives and financial support aspects of the programme.

(c) Field observations were made on the field visits. These visits facilitated the collection of information about the outcome of the programme and on assessments both of the facilities and resource materials for the programme and of the general working conditions of the volunteers and their counterparts.

(d) Questionnaires were developed by the evaluation team in consultation with the committee and the RWE volunteer representative. (See Annexes 3,4,5 and 6). These were used to: (a) collect data on volunteers, counterparts and beneficiaries; (b) review project history; (c) assess project impact on beneficiaries; (d) identify problems experienced in implementing the programme; and (e) assess the current status of the programme.

To collect data, the evaluation team started with an introductory note shown in Annex 7. This was followed by a general discussion after which programme officials, volunteers and counterparts filled in the questionnaires. The same procedure was followed to collect data from beneficiaries, but their questionnaires were administered and filled in by the team with assistance from identified persons for translation.

Data processing was started in the field where the team checked the questionnaires before the respondents left. Since most of the items in the questionnaires were open-ended, the consultant analysed the data manually using descriptive statistics (frequencies, mean, range and percentages).

PART III: THE STUDY FINDINGS AND DISCUSSION

This section of the report presents a description and an analysis of the study findings under four sub-headings, namely, (a) characteristics of agents (volunteers and counterparts) and beneficiaries of the programme; (b) programme performance; (c) problems encountered in implementing the programme; (d) impact of programme on beneficiaries; (e) present status of the programme.

CHARACTERISTICS OF AGENTS AND BENEFICIARIES OF PROGRAMME

Volunteers: The main agents of the RWE programme were Peace Corps volunteers and their national counterparts. According to records, the total number of volunteers since the programme started was 71 (See Annex 8). Thirty one volunteers were in the country at the time of the evaluation and 16 of them were interviewed for the study.

About 75 per cent of these were female. The results showed that although the age range of the Volunteers was 23 to 53 years, the majority of them were young, below 25 years of age, and were still single. The educational background of most of them was in various social science fields unrelated to agriculture or community development. As regards their work experience, two of the volunteers did not have any work experience, two had international work experience in continents other than Africa, and 11 of them had work experience related to community services in the United States. There was, however, one volunteer with advanced management training background; a wide work experience in various fields namely, community development, management, training and communications, and had worked at the U.S. Peace Corps Headquarters in the United States. As is the practice for each Peace Corps sector to have a Representative, this individual was elected by the RWE Volunteers as the RWE Representative.

Counterparts: The majority of the national counterparts were female. They were relatively older than the Volunteers they were working with, and their age ranged from 25 to 46 years. Ninety per cent of them were married and had children. With the exception of three, one and two counterparts from the women's group and the Ministry of Culture and Social Services, respectively, counterparts were trained in either agriculture or home economics or both. The counterparts also had a number of years work experience in agriculture/home economics/social services extension work.

Beneficiaries: Forty-two participants interviewed for the study were randomly selected from groups that were visited in the 16 selected project sites. According to the participants' profile schedule administered, respondents lived in rural farming communities, and some of the groups they represented were located in the most remote areas of the country. The sample was predominantly women (31). It also included 6 students who were 4-K club members and 5 men who were husbands of group members but who also belonged to the women's groups. Although the age range of the sample was from 13 to 56 years, most of the respondents (94 per cent) were also married. The number of children they had ranged from 1 to 10, while the average number of children was 6. Years of schooling for the sample ranged from 0 to 12 years and an overwhelming majority of respondents had had at least 4 years of basic education. A number of them had also participated in various informal education programmes offered in their communities. Almost all the respondents, therefore, could read and write Swahili, although their literacy skills and their numeracy skills, in particular, were considered inadequate. Economically most respondents came from large extended (average number of people in the household was 12) and low-income families. A number of respondents mentioned that they had never earned an income of their own before they participated in the RWE programme.

PROGRAMME PERFORMANCE

The assessment of the programme performance was based on the activities carried out to meet the objectives of the programme and their outcomes. RWE was organized in such a way that the three agencies involved played certain roles to implement it. The Ministry of Agriculture and livestock Development was responsible for providing technical assistance and other services such as housing, living allowance and appropriate counterpart personnel for the Peace Corps Volunteers. The Peace Corps was to provide financial administrative backstopping of programme funds and monitor the programme. USAID was to assist in the financial administration and evaluation of the programme. In that framework, the following preparatory and actual field activities with women's groups were done.

Recruitment and Assignment of Volunteers: Since the beginning of the programme, three groups of volunteers were recruited from United States by the Peace Corps Headquarters in Washington D.C., according to the "Trainee Assignment Criteria" submitted by Peace Corps office, Nairobi. Selected recruits were supposed to have experience and/or training in any of following fields: agriculture, home economics, small animal production, appropriate technology for farm and home improvement, skill training for income generating projects, marketing and business management; or have a degree in any discipline, but with expressed interest in agriculture; or have experience in farm-related activities, vegetable gardening, 4-H or Future Farmers of America.

U.S. Peace Corps office, Nairobi, in conjunction with the Ministry of Agriculture and Livestock Development, assigned volunteers to the districts. A letter of introduction together with a description of RWE programme were sent to the respective District Agricultural Officers (DAO's) and District Home Economics Officers (DEO's) who were to develop a job description for the Volunteers, assign them work within the ministry's programme, assist them in settling down in the community,

and provide them with technical support.

Training: Two types of training (pre-service and in-service) were conducted for each group of RWE volunteers and in-service training was offered to the counterparts of the last two RWE groups of volunteers. The pre-service training was offered in two parts (6 weeks in United States and 6 weeks in Nairobi) by a contractor employed by Peace Corps in United States, and by Peace Corps Training Section and contract personnel in Nairobi.

The objective of the pre-service training was to equip the volunteers with agricultural and small animal production technical knowledge, cultural awareness and local language, so that they could become: (a) self-motivated and dedicated to the development of Kenyan people; (b) be able to communicate effectively with the people; (c) become technically competent; and (d) be aware of and able to assimilate themselves into the Kenyan culture.

Specific areas covered in the training were: (a) role of the volunteers in development (b) technical training in agriculture and related fields; (c) cross-culture awareness and (d) language. Trainees also received information regarding administrative and medical policies. Arrangements were made for a week-long stay with a Kenyan family and a three-day stay at a project site with a Volunteer. Resource materials were also provided to the volunteers. After five months in the field, volunteers also participated in a two-week in-service training programme organized on the basis of the volunteers' field experiences and their training needs for more specific technical knowledge and skills and language.

A two week in-service training course on project management was also provided under the programme for the counterparts of the last two groups of volunteers. It was organized and implemented by the Ministry of Agriculture and Livestock Development in collaboration with

the Peace Corps Office, Nairobi. The objective of the course was to equip the Kenyan counterparts with skills and knowledge that are required in the selection and management of community level projects. The course programme focused on project development and management and included sessions on family resource management; the role of extension staff; effective resource management through co-ordination, communication, and community development; and use of visual aids and appropriate technology. The course included a field trip to a dry farming area to observe a number of appropriate technology projects.

Field Activities: Field activities with beneficiaries were the main objective of the programme and were the key measure of programme performance in this evaluation. Volunteers were to identify appropriate agricultural staff as their counterparts and to work closely with them in carrying out field activities. In an attempt to achieve the objectives of the programme, volunteers worked with existing registered and informal women's groups, adult education classes and 4-K clubs, which already had initiated projects or which were interested in developing projects and were interested in working with a volunteer. From observations made on the field trips, achievements reported by Volunteers and their counterparts, and discussions with programme officials, especially those in the field, it was clear that programme performance, in particular at the field level, was very encouraging as evidenced by the following programme outcomes:

1) Volunteers were able to establish support with rural population, focusing on women and youth. In collaboration with their counterparts, they were also able to assist women's groups with over 200 viable projects with potential for becoming self-sustaining in the future. Although the emphasis was on agriculture, the projects the volunteers were involved in were in various related fields and were categorized into major areas, namely, agriculture, livestock, income-generation, appropriate technology, 4-K and home improvement.

2) The products from the group's projects such as agricultural products, handcrafts, water jars and mudstoves, demonstrated that volunteers had succeded in enabling beneficiaries to gain new knowledge and skills.

3) From discussion with group leaders, it was evident that self-reliance was emphasized as a result of the RWE programme, groups had improved in employing a participatory approach in their work. Thus from the very beginning, members of the group were involved in identifying the needs of the group and played an active role in planning and implementing the group projects.

4) One achievement of the RWE programme is noteworthy, in view of the poor economic situation of most rural families. Over half of the projects the volunteers worked with involved income-generation and had great potential for becoming self-sustaining in the future. There were some income generating projects that had made substantial progress. With such projects Volunteers had succeded in establishing business management practices, had found market outlets and had established an operationally effective and appropriate record keeping system.

5) Although most of the volunteers felt they lacked specific technical knowledge and skills needed for the projects with they worked, the majority of them were able to function as vital community development persons. They also played a major role in co-ordination and management of available local and external resources, both human and financial, for the benefit of the groups and community at large.

6) As regards the Ministry of Agriculture and Livestock Development's provision of extension services, the programme performance could be measured by the increase in the area of coverage of the ministry as a result of the RWE programme. In some cases, the ministry was able to reach some of the most remote areas in the country, which had been inaccessible before. This was mainly due to the availability of the volunteers and the transportation facilities, which were provided under the project.

"Rural Women in Action Exhibition": As a result of the extreme popularity of the RWE programme in the field, it was decided to hold a four-day exhibition depicting activities that had been undertaken in 14 of the 39 project sites, as a result of the RWE programme. The exhibition was a mutual effort by the three agencies involved in the implementation of the programme and representatives of the programme beneficiaries from the rural areas. Its objective was to educate the public on how women in rural areas are actively involved through the RWE programme in the development process of their communities and the country at large. The Exhibition was a big success and more information about it is found in Annex 9.

Programme Progress Review: Two major activities were undertaken to monitor and assess the progress of the programme.

1. An interim evaluation was organized by Peace Corps and was carried out by an independent consultant. In view of the problems originating from the initial programme formulation, this evaluation had two objectives: (a) to assess programme performance during its first two years; and (b) to collect information that would facilitate redesigning the programme to give it more focus and reflect what was happening in the field. The results of the evaluation were two-fold: (a) the programme was redesigned with a new budget plan; and (b) an in-service training based on the findings of the evaluation was conducted to reorient the volunteers to the new programme objectives and organization.

2. A programme monitoring exercise was done by two officers from the Home Economics and Rural Youth Branch of the Ministry of Agriculture and Livestock Development and an officer from the Peace Corps Office. Suggestions and recommendations on how to increase the effectiveness of the programme and enhance its impact on beneficiaries were made.

IMPACT OF THE PROGRAMME ON BENEFICIARIES

There were five indicators in the study findings which pointed to the impact the programme had on beneficiaries:

1. From visits with groups, it was evident that beneficiaries had developed great enthusiasm and had attained a high level of encouragement and motivation in development work. The positive attitude towards development and self-reliance among the beneficiaries was reflected by the number of definite future plans groups had as a result of their participation in the programme. It was also very interesting to note that seven group leaders mentioned that the most important thing their groups got out of the programme was that members of their groups had gained more self confidence.

2. One area where the programme had substantial impact was on the economic status of beneficiaries. As stated earlier, many beneficiaries, in particular women, said that they had never had any source of income of their own before they joined the programme. According to data, 18 group projects visited by the evaluation team were involved in projects which were aimed at generating income. There were some difficulties in record keeping and the income groups made was seasonal. Thus, it was not possible to generate detailed information and statistics on the income that the goups were earning from their projects. However, data showed that groups had made an effort to secure credit or seed money to supplement their own resources to invest in their projects. The data also showed that the income groups generated from their various projects ranged from 20 to KShs.7,241.

3. The extent to which the programme made an impact on other areas mentioned in the programme objectives could not be adequately assessed due to lack of baseline data. Also, neither the beneficiaries' homes were visited nor were spouses and children or parents of beneficiaries interviewed for the study. Nevertheless, the data, especially discussions with beneficiaries, clearly indicated that the programme had had an indirect impact on certain key areas of the

beneficiaries' lives. For example, the majority of beneficiaries interviewed especially mothers, reported that some of the agricultural and livestock products and the income they received from their projects were used, for the most part, to improve the diet in the family, especially that of young children. The data also showed that the programme had had an impact spin-off in the area of education. Almost all beneficiaries expressed keen interest in acquiring more basic education and had an urgent need for more basic skill training in various fields, as a result of their participation in the programme.

4. Volunteers put emphasis on educating groups to use available resources in the community for their activities. The data on this effort showed that the initial potential benefits from the beneficiaries' projects had had an impact on others local and external development institutions in the communities. Some of them had provided additional technical or financial assistance to RWE activities. Others indicated interest in collaborating in the future.
However, one of the findings of the study was that there were a number of factors which either facilitated or hindered the programme performance and its impact on beneficiaries. The favourable factors included: (interest and hard work from participants;(b) co-operation from other development agencies in respective communities; (c) good working relationship between volunteers and their counterparts; (d) supportive local leadership; (e) availability of local materials needed for projects; (f) additional technical assistance from other Peace Corps sectors; (g) existing well organized groups to work with; and (h) the initiative from RWE volunteers to make the programme effective.

One of the most important factors that facilitated the programme was the inputs (transportation and funds) from USAID, Government of Kenya and Peace Corps, worth US $1,146,730. The grant was used for various items, namely training; housing; living allowance; transportation (9 Suzuki 4-wheel drive jeeps, 22 Honda motorcycles, one Peugeot 404 pick-up and 22 bicycles); village technology materials; and evaluation

and other operational and contigencies costs. In light of the current situation and past experience regarding using resources from outside for development work, the transportation and funds provided for the programme were cautiously used as a supplement to resources from groups. They also served as a catalyst for enabling groups to start new projects or strengthen those they had already started. Volunteers had to decide on whether and how to use funds allocated under the programme. They had to write a project proposal, which was to be approved by Peace Corps, before funds were released. They were also accountable for monies both spent on projects and used for petrol, lubricants and oils for the vehicles assigned to them.

PROBLEMS ENCOUNTERED

It was unanimously agreed by volunteers and officials involved in the programme that the programme had suffered from its inception due to a design problem. This created difficulties in certain key areas of the programme, namely: (a) understanding of the programme and its direction (b) programme site selection, recruitment and placement of Volunteers, their training. But after an interim reassessment of the programme which was done after two years since programme became operational, the programme was redesigned and efforts have been made to rectify such problems.

However, the data showed that there were three problems which affected the performance of the programme and its impact on beneficiaries. These include the following:

1. From discussions with volunteers, counterparts, USAID, Ministry of Agriculture and Livestock Development and Peace Corps officials, it was evident that the programme lacked a coherent financial administration policy which could be adhered to and effectively enforced. Consequently, volunteers experienced problems in managing their personal funds. Although there was no case of misappropriation of funds, volunteers felt that they were not sufficiently guided on how to use the money. Examination of financial records at USAID and

Peace Corps revealed that there were problems encountered in keeping up-to-date financial records at Peace Corps and USAID offices. This situation raised an issue as to who should administer programme resources (transport and funds) and how such resources could be efficiently managed at both headquarters and field levels.

2. It was also the feeling of most people at Headquarters and of volunteers that the programme suffered from a lack of sufficient administrative and technical support and monitoring. This was mainly due to: (a) inadequate co-ordination and collaboration among agencies involved in the implementation of the programme; and (b) personnel at headquarters and in the field who were too busy to devote sufficient time to the programme.

3. The programme both at headquarters and in the field lacked a framework for planning and monitoring programme activities. It also lacked a structured mechanism for collecting data and information on the programme.

4. As the data collected on the volunteers' educational background and discussions with DAOs and DEOs showed, the majority of the volunteers were generalists and did not have agricultural extension or general community development work experience.

PRESENT STATUS OF THE PROGRAMME

With one year since the programme was redesigned, the programme is still in its infancy. More time and financial and technical assistance are needed to develop fully an effective extension network to address the agricultural production needs of rural families, with emphasis on women. As the end of the programme is approaching, the meagre financial resources allocated to the programme are getting exhausted. There will soon be no funds to continue the programme activities. At the moment, there are only two RWE volunteers in the programme who will complete their assignment in October 1985, and all others are supposed to be leaving the country. However, nine volunteers have applied to extend

their stay in order to complete projects they have started. All these volunteers will personally be affected if a decision to continue the programme is delayed and if the funding is not immediately extended the programme will come to an end. A survey of skills needed in on-going projects has been done, and 16 and 21 volunteers are immediately and desperately needed now and in February 1985 respectively so that essential technical services are provided to groups. In conclusion, the programme is at a halt and a decision needs to be made immediately to extend funding for the programme to avoid a gap which will be detrimental to the programme.

PART IV: GENERAL CONCLUSIONS AND RECOMMENDATIONS

The basic question of this evaluation was "what overall impact does the RWE programme have on beneficiaries, and what can be done to enhance its impact?" In response to that question, the last section of the report presents the following main general conclusions based on the study findings and sets forth recommendations.

CONCLUSIONS

1. The programme has certain strengths: (a) in line with national development focus, its orientation to reach needy people, in particular women, at a grassroot level in some of the most remote rural areas of the country; (b) its developmental potential because of its orientation to identifying the most pressing needs in the community; and (c) its thrust on self-reliance by promoting utilization of local available resources for development activities.
2. Although there were bottlenecks and technical problems experienced in implementing the programme, personnel from agencies which were involved in the implementation of the programme, volunteers and beneficiaries all made overall positive judgements about the programme.

Their view was that individuals, groups and communities at large benefited from the programme.

3. The viability and benefits of the programme were much felt at the grassroot level where continuation of the programme was also strongly recommended.

4. The programme fits well into the overall women in development and agricultural production efforts of the nation and has great potential for having linkages with other development activities.

5. The results of this evaluation are not conclusive due to the short period since the programme was redesigned to enhance its effectiveness and impact on beneficiaries. However, the programme is viable and made an encouraging start as a catalyst and promoter of women's participation in development, in particular, in the agricultural sector.

RECOMMENDATIONS

In view of the foregoing conclusions and fully recognizing the programme is in its infancy stage, the following recommendations are made:

A. CONTINUING THE PROGRAMME

In view of various factors namely (a) the short duration since the programme was amended; (b) the commendable job that has been accomplished in the field; (c) encouraging motivation level among beneficiaries that has been attained; (d) the great need for extension staff that still exists in rural areas; and (e) the current emphasis on agricultural production, especially food, it is strongly recommend that the programme be continued. This would require more time and resources for solidifying local extension service which would provide service to rural families without neglecting women. Two options are suggested:

(a) The programme can be continued projectwise for a certain period so that the present viable projects are assisted until they are self-sustaining so that the programme is eventually handed over to Ministry of Agriculture and Livestock Development.

(b) The programme can be extended and expanded so that more assistance is provided to groups with viable on-going projects and it is expanded to new selected areas in the country.

B. IMMEDIATE ACTION NEEDED

In view of the present status of the programme, if a decision is made to continue the programme, it is strongly recommended that immediate action is taken to (a) extend funding immediately; (b) appoint a project co-ordinator; and (c) develop a comprehensive plan of action to continue the programme, so that the programme is not seriously hurt by having a gap in activities.

C. NECESSARY CORRECTIVE MEASURES

As a pre-requisite to continuing the programme certain corrective measures are recommended to further develop the programme and increase its effectiveness:

1. PREPARATORY ACTIVITIES: It is recommended that the recommendations already made in the interim assessment and programme monitoring reports, concerning selecting and approving RWE sites; request for volunteers and Peace Corps trainee criteria; recruiting and assigning volunteers; assigning national counterparts; and pre-service and in-service training are re-examined with reference to the present status of the programme and necessary action is taken to improve those activities with more active involvement by the Ministry of Agriculture and Livestock Development.

2. RESOURCE ADMINISTRATION: In view of the present status of the resource (transportation and funds) administration system of the programme, it is strongly recommended that the present system and the financial administration policy laid out in

the programme document be reviewed by the agencies involved in the implementation of the programme, so that the issue as to who to administer the resources is discussed and an effective resource management system is developed and implemented.

3. PROGRAMME MANAGEMENT: It is also recommended that the present administration and monitoring aspects of the programme be reviewed by all agencies concerned with inputs from volunteers and field staff, so that an effective programme management system is formulated and implemented.

There are three options:

(i) An independent body can be contracted to manage the programme in consultation with the three agencies involved in the programme and charges for such services are included in the programme cost plan.

(ii) Either Peace Corps or the Ministry of Agriculture and Livestock Development appoint a full time programme co-ordinator.

(iii) In view of the limited manpower, an alternative can be considered to officially decentralize the management of the programme and effectively monitor the system by involving the Peace Corps and Ministry of Agriculture and Livestock Development field staff. However, the study findings showed that such personnel is too busy with regular programmes and many other projects and programmes besides RWE.

4. PLANNING AND PROGRAMMING: In view of the diversity of the activities that can be undertaken in the programme and the limited resources, it is recommended that a planning and programming mechanism be developed both at national and district levels with reference to job descriptions of volunteers and counterparts and the national and district agricultural and livestock plan and programmes.

5. MONITORING AND INFORMATION SYSTEM: It is recommended that efforts be made by Peace Corps and Ministry of Agriculture and Livestock to develop a coherent monitoring and information system for two purposes: (a) to monitor the progress of the programme and to facilitate its evaluation; and (b) to collect data and information for assessing and documenting activities of the programme.

ANNEX 1

TERMS OF REFERENCE

Scope, Purpose and Objectives of the Review:

4. The primary purpose of the review is to:

   (i) review the relevance of the general goal and the objectives as they relate to the expected benefits of improved and expanded services to the rural women of Kenya;

   (ii) assess the feasibility of achievement of program objectives through provision of inputs by USAID, GOK and the U.S. Peace Corps;

   (iv) determine the future implications of past actual vs. planned support to the Women in Development Rural Extension Program (i.e. can the GOK continue to support this program and at what level?);

   (v). review complementary programs (of USAID, GOK and U.S. Peace Corps) which enhance or will enhance the effectiveness and impact of this program;

   (iv) make recommendations for future actions in the program.

5. In particular, the review team will:

   (i) review the programs of work and progress of the programs since its revision in June 1983, and determine the extent to which targerts have been met;

   (ii) review the results achieved in the five (5) program objectives;

   (iii) assess the appropriateness and utilization of project inputs contributed by USAID, GOK and the U.S. Peace Corps in achieving projects outputs to date:

a) type, amount, timeliness of use of inputs;

b) integration of inputs into local project goals;

c) relationship of project to local development plaus;

d) appropriateness of volunteer site assignments;

e) effective utilization of Volunteer;

f) assessment of GOK counterpart's coordination with volunteer's projects;

g) administrative and project management support for the project by USAID, GOK and the U.S. Peace Corps;

(iv) assess the potential contribution of the project;

(v) identify constraints and problems which are hindering or expected to hinder future outputs and make proposals for their solution;

(vi) make recommendations as to the most appropriate method for ongoing monitoring and evaluation to assist GOK and U.S. Peace Corps in improving the effectiveness of the program.

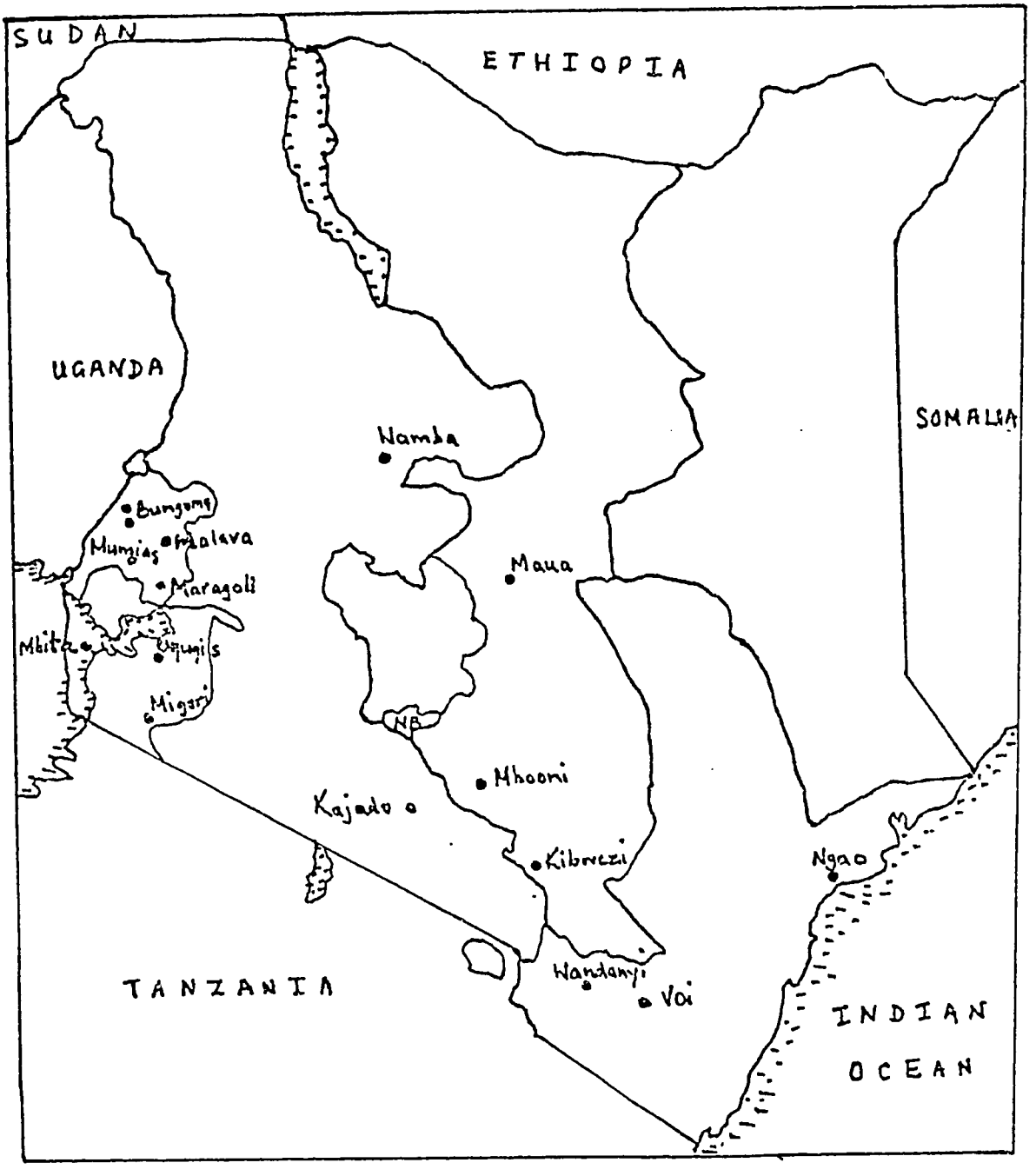

Fig 1. Project Sites Where the Study was Conducted

ANNEX 3

QUESTIONNAIRE FOR ADMINISTRATIVE OFFICISLS IN AGENCIES CONCERNED WITH THE RWE PROJECT

1. Project Site and Name of Agency _____

2. Name and title of person interviewed _____

3. What do you think of the RWE project?

_____

_____

_____

_____

_____

4. What do you think is the potential contribution of this project to development?

_____

_____

_____

5. Do you think this work can continue when the volunteers have left?

_____

_____

_____

_____

_____

6. What would you recommend for the RWE project in the future?

_____

_____

_____

_____

_____

ANNEX 4

QUESTIONNAIRE FOR COUNTERPART

1. Project Site: _____

2. Name of counterpart: _____

3. Age: _____

4. Marital Status: _____

5. Educational background: _____

6. How long have you been working with the RWE project?

_____

7. How have the project activities been planned? _____

_____

_____

8. How have you worked with the volunteer?

_____

_____

_____

_____

9. What factors have facilitated your work with the volunteer?

_____

_____

_____

_____

10. What factors have hindered your work with the volunteer?

_____

_____

_____

_____

11. What would you recommend for the RWE programme in the future?

_____

_____

_____

_____

QUESTIONNAIRE FOR VOLUNTEER

1. Project Site : _____
2. Name of Volunteer : _____
3. Age : _____
4. Marital Status : _____
5. Educational background _____

_____

_____

_____

6. Field experience in U.S.A.

   (a) _____

   (b) _____

   (c) _____

   (d) _____

   (e) _____

7. How long have you worked with RWE?

   _____

8. How long did it take you to settle down? _____
9. How have you been planning and doing your work?

_____

_____

_____

_____

_____

10. What accomplishments have you been able to make?

_____

_____

_____

11. What factors have facilitated your work?

(a) _____

(b) _____

(c) _____

(d) _____

(e) _____

12. What factors have hindered your work?

(a) _____

(b) _____

(c) _____

(d) _____

(e) _____

13. What other supplementary extension programmes have you collaborated with in your work?

(a) _____

(b) _____

(c) _____

(d) _____

14. If you did not collaborate with any, which resources do you think could be used to enhance the effectiveness and impact of the project?

(a) _____

(b) _____

(c) _____

(d) _____

15. What would you recommend for the RWE programme in the future?

_____

_____

_____

QUESTIONNAIRE FOR PROJECT BENEFICIARIES

SECTION I : General Interview Information

1. Project Site : _____
2. Name of Respondent : _____
3. Type of Project : _____
4. Date Project Started : _____
5. Interview date : _____

SECTION II : Respondent's Personal and Family Data

6. Age : _____
7. Sex : _____
8. No of children : _____
9. Total number of people in the Household : _____
10. Respondent's occupation : _____
11. Occupation of spouse or parents : _____
12. Average annual family income : _____
13. Reading and numeracy skills

    (a) Reading - Yes ____, No ____

    (b) Numeracy - Yes ____, No ____

14. Educational background

    (a) No education _____

    (b) Highest grade attended _____

    (c) Other education experiences _____

    _____

15. Respondent's role in community, if any?

    (a) _____

    (b) _____

    (c) _____

SECTION III : Project Data

16. How long have you participated in this project?

_____

17. Whom have you been working with in the project?

_____

_____

_____

18. What inputs have you received from those working with you in the project?

(a) _____

(b) _____

(c) _____

(d) _____

19. How useful were the materials?

(a) very useful _____

(b) useful ____

(c) Not useful ____

20. How often do you and the volunteer/counterpart plan together what to do or to talk about?

(a) Almost always ___

(b) Usually ____

(c) Almost never ____

21. What are some of the most important things the volunteer and the counterpart have taught you or showed you how to do?

(a) _____

(b) _____

(c) _____

(d) _____

(e) _____

22. What have you produced in the project?

(a) _____

(b) _____

(c) _____

(d) _____

(e) _____

23. What did you do with the products?

(a) Used them in the home _____

(b) Sold them ____

(c) Both ____

(d) Other ____

24. If the products were sold, how much money did you make?_____

25. What benefits did you get out of the project?

(a) _____ (e) _____

(b) _____ (f) _____

(c) _____ (g) _____

(d) _____ (h) _____

26. How helpful do you think the project was to you, your family and the cosmunity?

_____

_____

_____

_____

27. What factors helped you to carry out the project?

(a) _____

(b) _____

(c) _____

(d) _____

28. What difficulties did you experience with the project?

(a) _____

(b) _____

(c) _____

(d) _____

29. Did this project help you to become aware of the resources in your community that could be of use to you?

_____

_____

_____

_____

30. Since you and the volunteer and/or counterpart have been working together, have you,

(i) visited their office or home for help?

(a) Yes _____

(b) No _____

(ii) participated in other community development activities?

(a) Yes _____

(b) No _____

If yes, which activities

(a) _____

(b) _____

(c) _____

(d) _____

(iii) shared what you were taught with others?

(a) Yes _____

(b) No _____

31. Would you like to participate in other projects?

    (a) Yes ____

    (b) No ____

32. What future plans do you have for the work you are doing?

    _____

    _____

    _____

    _____

33. What suggestions would you like to make on working with resource persons from outside the country like _____ (name of volunteer)

    _____

    _____

    _____

    _____

INTRODUCTORY NOTE

As you are already aware the U.S. Peace Corps and Ministry of Agriculture and Livestock Development are being funded by USAID to implement the RWE project, in which you have been involved.

As the first phase of the project comes to an end, an evaluation is being conducted to: (1) assess how effective the project has been in the field; and (2) collect information needed for planning and administering the project in the future.

We strongly feel that information from people like you, who have participated in the project, would be very useful. We therefore, kindly request that you provide us with the information and your views needed for the study.

Thank you very much for your cooperation.

A LIST OF VOLUNTEERS WHO HAVE SERVED IN THE RWE PROGRAMME

Anna Alexander
Anna Chamberlin
Virginia Christian
Nancy Kenny
Jamie Monson
Joyce Peterson
Dixie Petty
Yvonne Rawls
Gwen Urey
Andrea D'Amore
Nancy Kish
Marian Love
Beverly Droge
Theresa Moran
Loretta Diperi
Ann Lynman
Wendy Thomas
Carol Cooley
Sally Innes
Donna Powali
Mary West
Betty Chamnes
Patricia Hochwalt
Beverly McIntyre
Portia Adams
Frances Haman
Karen Munsterman
Connie Skydance
Leanne Tucker
Sarah Whisnant
Cathy Brain
Patricia Eul
Leona Gwaz
Chandra Libby
Patrick Henry
Richard Hubble
Josephine Crawford
Michele D'Amico
Beverly Thomas
Sharon Lezberg
Michael Sampson
Terry Silberman
Margaret Vanell
Robyn Sutterfield
Susan Mach
Christine Morgan
Jeanette Cason
Lisa Chick
Terry Smith
Donnie Campbell
Margaret Johnson
Karen San Martin
Paul Osman
Tom McWilliams
Tracy Roth
Barbara Brown
Sylvia Cormier
Diana Cathcart
Teresita Heiser
Vernon Menden
Caroline Thorpe
Margaret Neff
Rhys Williams
Melissa Chestnut
Jane Green
Laurie Kelley
Judy Moore
Carol Madden
Catherine McCullough
Mary Lou Bailey
Nancy Hudson

Rural women in action:

St. Luke's women's group working together on a doll project in Mumias.

Mokowet women's group milk project in Kitale.

Samburu women in Wamba finish products for the market.

Orma shamba project in Kipao village, Tana River.

Photographic exhibition captures activities of women's groups

By MARGARETTA wa GACHERU

AS the "D-Day" of the UN Women's Decade draws near, and the international conference meant to mark the end of 10 years devoted especially to the development of women is convened in Nairobi — the affairs of Kenya's rural women will definitely be in the spotlight.

Yet it is just this topic that local women leaders often seem not in be extremely well versed on. All are perfectly prepared to admit that it is rural women that make up the vast majority of the Kenya female population. It is *their* problems that must be addressed and overcome if the decade is to be defined as a success in any term.

Yet few if any national women's organisations have thus far come forth to publicly detail either their *rapport* with rural women or the sort of development projects they support in the rural areas.

This is only one of the reasons why the "Rural Women in Action" photographic exhibition, opening today at the American Cultural Centre, is exciting and significant. Far from the display of over 65 black and white, and colour photos all taken by Peace Corps volunteer Charles Butler, a metal works teacher out at Karatina Village Polytechnic — one gets a real sense that not only are rural women enthusiastic, but also very much involved in Kenya's development process.

One sees women at work in everything from bee-keeping, brick and jewellery making to pineapple planting, pottery and even coconut donut making. Indeed, the range of photoed projects — all of which are jointly funded by the Kenyan Ministry of Agriculture, USAID, and the Peace Corps — are wide. Of the 39 such projects scattered in every province except North Eastern, women are either improving their farming or their home management techniques; or they are focused solely on income generating or developing more appropriate technology to meet their needs.

The women's groups themselves might be affiliated with a church (like the *Twendelee'* project at Lavington Church which includes migrant women who come regularly from five villages on the edge of Nairobi) or a village polytechnic (like the one at Ng'iva in Siaya where women have a tree nursery.) More often than not, the groups are independent of any national groups, like the Rural Education Project in Malava village in Kakamega, or the Orma Shamba Project in Kipao on the Tana River.

The groups may consist of women from just one village like the Jivudivari women's group from Golbei in Western, where women are making mud and sisal stoves especially designed to conserve fuel wood and energy. Or they may be "umbrella" organisations like the one at Kibwezi where 87 women's groups do everything from refine honey to tailoring to bee and goat keeping; and at Wamba north of Isiolo where seven women's groups from villages like Salorras and Upuchon Pachata, come together in create Samburu bead jewellery and to grow seedlings as well.

Poetry

Another reason why the "Rural Women in Action" exhibit is so fine and in fact, important to anyone who wants to get a real feeling for what Kenyan rural women are involved in just now, is that the photographs themselves reveal much of the *dynamism* of the women's development work.

"One can see their enthusiasm in their faces," observed Mrs. Jeannette Cason, another Peace Corps volunteer and co-ordinator of all the women's rural extension projects in Kenya.

Indeed, the thrill of their collective achievements are obvious in these artful photographs taken by the semi-professional Black American photojournalist, Butler, from Kentucky whose first photo shows were rhyming photos with his own poetry. In fact, Butler strives to expose the poetry and the rhythm of rural women's projects in Kenya.

This is especially clear in his attempt to reveal women at work (in 14 of the 39 funded projects) through series of photos. For instance, one gets a real sense of the whole process of say, dol making in a series of shots which begin with women washing wool, then cutting, stitching and stuffing doll patterns and finally presenting their work as a cooperative.

And one can see it as well in the eyes of women from Oyugis in Nyanza, from the Omuga Women's group where women have just harvested their first crop of pineapples on their own twin acres. According to Mrs. Cason, this first harvest has been completed through the efforts of 21 women's organisations; but the second one will involve at least 45 women and youth groups.

The fact that a Peace Corp is attached to every one of the 39 projects is almost incidental to this show though it is clear that the technical aid that they offer has made an impact on rural women's experience. A woman like Mrs. Cason for instance insisted on pineapple planting only after the women of Oyugis made it plain that this was the line they wished to pursue.

After that, it was her extensive on the spot research that assisted women in properly planting and harvesting this lucrative cash crop.

But pineapples are not all the dynamic American mother of five is doing. She has also assisted other groups develop in everything from handicraft and tree nurseries to groundnut plantations and water projects.

In all, the show itself is not to be missed for it offers an excellent cross section of what rural women are not only capable of, but what they are actually *doing* to improve their lives and standards of living. From the Coast to Kawanguare, Kapsoit to Kwale and Ngogolitin to Nairobi, Kenyan women are obviously active and playing an integral part in the overall development of Kenya. A number of the rural women project leaders will be at the American Cultural Centre through June 15 when the exhibition is complete.

Kimori Women's group tree nursery project.

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