

**Theoretical Knowledge and Safety Practices of On-The-Job
Trained Jua Kali Welders. A Case of Jua Kali Welders in
Eldoret Municipality.**

By

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ABSTRACT

Recent years have witnessed a drastic shift away from viewing educational institutions as the only principal places in which training occurs towards recognition of power and importance of the workplace as a site of training. Workplace activities are continuously being characterized by growing complexity in the materials, processes and safety hazards involved in accomplishing the tasks. This therefore holds that theoretical knowledge is increasingly being required for effective workplace performance. The current study was undertaken to provide an insight into the amount of theoretical knowledge acquired during on-the-job training of Jua Kali welders and the extent to which they observe safety practices during their everyday activities.

The study was carried out in Eldoret Municipality. The research investigated, first, whether the amount of theoretical knowledge acquired by on-the-job and formally trained artisans was the same, secondly, whether instructional materials found in formal institutions and jua kali enterprises were the same. The third aspect was whether Jua Kali enterprises observed safety practices as advocated by ministry of labour, and lastly was whether there was uniform training duration among different Jua Kali enterprises. In order to get a representative sample, both stratified and simple random sampling were used as the sampling techniques in the study. The sample for the study composed of workshop managers, arc welders and gas welders from the sampled workshops. The data was generated by use of questionnaires, interviews and job shadowing. The statistical tools used for data analysis were one-way chi-square and t-test at 0.05 level of significance.

From the study it was established that the amount of theoretical knowledge acquired by on-the-job trained artisans was significantly different from formally trained artisans, instructional materials found in Jua Kali establishments were also significantly different from those found in formal institutions. Further, the degree to which Jua Kali observe safety practices was significantly different from that advocated by the ministry of labour and finally, training duration among the Jua Kali enterprises was significantly different. From this, it was concluded that the theoretical knowledge acquired during on-the-job training was negligible to cope with the work place complexities. The safety practices were highly ignored and this therefore was heralding a catastrophe in the future.

From the findings, the study recommended that, first, Government not should accredit jua kali as a valid site for training, until the Government, NGOs and other stake holders in the sector should come up with a curriculum of what should be included in the training for both the trainees and trainers. The second recommendation was that training manuals should be prepared in at least two languages and graphics. The last recommendation was that health and safety section officers in the ministry of labour should be making frequent inspections in the Jua Kali sites.