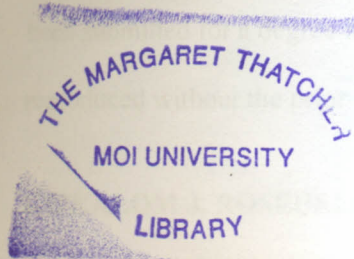
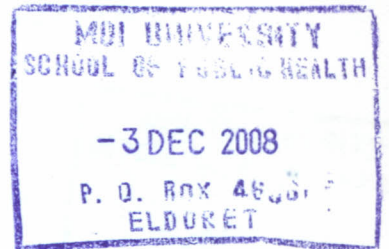


THE IMPACT OF HIV/AIDS ON LABOUR PRODUCTIVITY IN TEA
ESTATES OF NANDI SOUTH DISTRICT, KENYA



BY



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A THESIS SUBMITTED TO THE SCHOOL OF PUBLIC HEALTH IN
PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE
OF MASTER OF PUBLIC HEALTH (MPH)
(EPIDEMIOLOGY AND DISEASE CONTROL)

20059312

SCHOOL OF PUBLIC HEALTH
- MOI UNIVERSITY

NOVEMBER 2008



ABSTRACT

Introduction

The ILO estimates that at least 26 million people infected with HIV worldwide are workers, aged 15 to 49 years and in the prime of their working lives.

Problem statement HIV/AIDS has become a major threat to employment objectives and labour market efficiency yet, tea industry is labour-intensive and depends on cost-effective productivity of a healthy workforce.

Justification The loss of workers and work days to AIDS related illness or the demands of caring for the infected can result in significant declines in productivity, loss of earning, and attrition in skills and experience.

Aim of study was to assess the impact of HIV/AIDS on labour productivity.

Objectives (1) to determine daily output of the amount of tea plucked by HIV positive workers and HIV negative workers, (2) to determine the number of man-days lost by HIV positive workers and HIV negative workers and (3) to assess the loss of skilled and experienced labour force through death or premature termination.

Methodology A survey of existing records on the productivity of tea pluckers was conducted in the tea estates of Nandi South district. 234 tea pluckers in these records were recruited into the study. Out of the 13 tea estates in Nandi South districts, 5 were randomly selected as study sites. Secondary data from the dispensaries and payrolls from the tea estates were collected.

Results From the year 2003 to 2006 cases plucked 2,513,858 kgs of tea leaves (35.2%) while controls plucked 4,631,715 kgs (64.8%). There was an association between the amount of tea plucked and HIV status ($X^2 = 14.4$, $p = 0.013$). Cases lost 8,808 man-days (67.3%) while controls lost 4,286 man-days (32.7%). This difference was highly significant and indicated significant relationship between HIV status and man-days lost ($x^2 = 50.3$, $p = 0.002$).

The total number of tea pluckers in the five estates from the year 2003 to 2006 was approximately 4,896. 2.2% (109) of these died or were terminated as a result of HIV/AIDS while 1.3% (66) was due to other diseases. This indicated that there was a higher loss of experienced/skilled labour force as a result of HIV/AIDS as compared to other diseases.

Conclusion HIV/AIDS infection among tea pluckers impacted adversely on their productivity, increased absenteeism and contributed significantly to loss of experienced/skilled labour force.

Recommendations A policy should be formulated in tea estates that will ensure programs are setup to reduce HIV infections among workers thereby countering the impact of HIV/AIDS on their productivity.