

The Impact of HIV/AIDS on Human Resources
in the Malawi Public Sector

Report

February 2002

Table of Contents

<i>Foreword by the President</i>	<i>i</i>
<i>Preface by the UNDP Resident Representative</i>	<i>ii</i>
<i>Acknowledgements</i>	<i>iii</i>
<i>Abbreviations</i>	<i>iv</i>
<i>Executive Summary and Conclusions</i>	<i>v</i>
A. Introduction	1
B. The HIV/AIDS Epidemic in Malawi	3
Profile of Malawi	3
Profile of the HIV/AIDS epidemic in Malawi	6
Factors facilitating the spread of HIV/AIDS	11
Impacts of HIV/AIDS	13
Conclusion	17
C. Conceptual Framework	18
Rationale for assessing the impact of HIV/AIDS on the Public Sector	18
HIV/AIDS and capacity erosion	18
Institutional vulnerability	21
Conclusion	22
D. Research Objectives and Methodology	23
Terms of reference	23
Methodology and approach	23
Research assumptions	25
Study limitations	26
Conclusion	27
E. The Impact of HIV/AIDS on the Public Service of Malawi	28
The human resource policy environment and practices	28
1. THE MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY (MOEST)	33
Introduction	33
Attrition	34
Morbidity and absenteeism	39
Vacancy analysis	41
Workload analysis	42
Impact on productivity and performance	43
Financial implications	44
Impact on service provision	45
Institutional vulnerability to HIV/AIDS	46

Conclusion	46
2. THE MINISTRY OF AGRICULTURE AND IRRIGATION (MOAI)	48
Introduction	48
Attrition	48
Morbidity and absenteeism	55
Vacancy analysis	57
Workload analysis	60
Impact on productivity and performance	61
Financial implications	62
Impact on service provision	65
Institutional vulnerability to HIV/AIDS	66
Conclusion	69
3. THE MINISTRY OF HEALTH AND POPULATION (MOHP)	70
Introduction	70
Attrition	70
Morbidity and absenteeism	74
Vacancy analysis	75
Workload analysis	78
Impact on productivity and performance	79
Financial implications	80
Impact on service provision	81
Institutional vulnerability to HIV/AIDS	82
Conclusion	83
4. THE MALAWI POLICE SERVICE (MPS)	84
Introduction	84
Attrition	84
Morbidity and absenteeism	88
Vacancy analysis	88
Workload analysis	89
Impact on productivity and performance	89
Financial implications	90
Impact on service provision	91
Institutional vulnerability to HIV/AIDS	91
Conclusion	92
5. THE MINISTRY OF WATER DEVELOPMENT (MoWD)	93
Introduction	93
Attrition	93
Morbidity and absenteeism	98
Vacancy analysis	99
Workload analysis	100
Impact on productivity and performance	101
Financial implications	101

Impact on service provision	103
Institutional vulnerability to HIV/AIDS	103
Conclusion	104
6. A CROSS-SECTORAL COMPARISON	105
Attrition	105
Morbidity and absenteeism	112
Vacancy and workload analysis	113
Impact on productivity and performance	114
Financial implications	114
Impact on service provision	118
Conclusion	119
F. Conclusions and Recommendations	120
Appendices	
1. Death Rates in the MoEST	125
2. Teacher : Pupil Ratios	126
3. General Attrition as a Ratio of Staff in Post in the MoAI	127
4. Attrition by Occupational Category in the MoAI (a)	128
5. Attrition by Occupational Category in the MoAI (b)	129
6. Vacancy Analysis in the MoHP	130
7. Components of the Police Reform Programme	132
8. Structure and Operations of the MoWD	133
References	134

List of Tables

1. Malawi Reported AIDS Cases by Year	7
2. Age and Sex Distribution of Reported AIDS Cases in Malawi	9
3. Established Posts in the Malawi Public Service, 2000	28
4. General Attrition by Cause and Year for Qualified Teachers and Support Staff	34
5. General Attrition by Cause and Year for Temporary Teachers	35
6. General Attrition by Sex and Age Group in MoEST	36
7. Death-Related Attrition by Sex and Age Group in MoEST	37
8. Death-Related Attrition by Occupational Category in MoEST for Selected Years	37
9. Standardised Mortality Ratios for MoEST Staff	38
10. Estimation of HIV/AIDS-Related Deaths in MoEST	39
11. Vacancy Levels for MoEST Teachers, 1990-1999	41
12. MOEST Vacancy Analysis for 2000-2001	42
13. Training Cost of the Replacement of Dead Teachers in MoEST	44
14. General Attrition by Cause and Year for MoAI	49
15. General Attrition as a Ratio of Staff in Post by Cause and Year for MoAI	50
16. General Attrition by Sex and Age Group in MoAI	51
17. Death-Related Attrition by Sex and Age Group in MoAI	51
18. Standardised Mortality Ratios for MoAI Staff	53
19. Estimation of HIV/AIDS Cases in MoAI	54
20. Vacancy Levels for MoAI Staff, 1996-2000	58
21. Ratio of Field Extension Assistants to Farmers, 2000	61
22. Training Costs in MoAI	62
23. Replacement Costs of Professional Officers in MoAI between 1990-2000	63
24. Loss of Productive Time Due to Funeral Attendance in MoAI, 1990-2000	63
25. Death Gratuities Paid by MoAI, 1997-2000	65
26. General Attrition by Cause and Year for MoHP	71
27. Death-Related Attrition by Sex and Age Group in MoHP	72
28. General Attrition by Occupational Category per 1000 MoHP Employees	73
29. Standardised Mortality Ratios for MoHP Staff	73
30. Estimation of HIV/AIDS Cases in MoHP	74
31. Selected Staff Category Establishment Analysis in MoHP	76
32. Vacancy Levels for MoHP Staff, 1992-2000	77
33. Selected Staff Ratios in MoHP	78
34. Health Workers to Population Ratio by Staff Category, 1992-2000	79
35. Annual Training Costs for Recruitment of MoHP Personnel	80
36. General Attrition by Cause and Year for MPS	85
37. Death-Related Attrition by Sex and Age Group in MPS, 1990-2000	86
38. Standardised Mortality Ratios for MPS Staff	86
39. Listed Causes of Deaths of MPS Staff	87
40. Vacancy Levels for MPS Staff, 1992-2000	89
41. Police Personnel to Population Ratio, 1992-2000	89
42. General Attrition by Cause and Year for MoWD	94
43. General Attrition as a Ratio of Staff in Post by Cause and Year for MoWD	94
44. Attrition by Sex and Age Group in MoWD	95
45. Death-Related Attrition by Sex and Age Group in MoWD	95
46. Death Rates by Occupational Category for MoWD for Selected Years	96
47. Standardised Mortality Ratios for MoWD Staff	97
48. Estimation of HIV/AIDS-Related Deaths in MoWD	98

49. Vacancy Levels for MoWD Staff, 1995-1999	99
50. Loss of Productivity through Death in MoWD	101
51. Cost Implications of Absenteeism in MoWD, 1990-2000	101
52. Cost Implications of Funeral Attendance in MoWD	102
53. Total Staff in Post for Selected Ministries, 1990-2000	105
54. Total Attrition in Selected Ministries, 1990-2000	105
55. Average Attrition Rate in Malawi Public Service, 1990-2000	107
56. Causes of Attrition in Malawi Public Service, 1990-2000	108
57. Excess Mortality by Occupational Category	110

List of Graphs

1. Population Growth in Malawi	3
2. Human Development Trends in Malawi, 1975-1999	5
3. Organisational Impacts of HIV/AIDS	19
4. Dimensions of an Effective Response to HIV/AIDS	25
5. Attrition by Cause and Year in MoEST	35
6. Attrition by Sex and Age Group in MoEST	36
7. Observed and Expected Deaths of Primary and Secondary School Teachers	38
8. Trends of Teacher Workload	42
9. Attrition by Cause and Year in MoAI	49
10. Death-Related Attrition by Sex and Age Group in MoAI	52
11. Attrition Rates by Occupational Category in MoAI	52
12. Death-Related Attrition by Occupational Category in MoAI	52
13. Observed and Expected Deaths in MoAI	55
14. Attrition by Cause and Year in MoHP	71
15. Attrition by Sex and Age Group in MoHP	72
16. Days Lost Due to Sickness among Nurses at Zomba Central Hospital	75
17. Funeral Costs for MoHP	81
18. Death Benefits in MoHP, 1994-2000	81
19. Attrition by Cause in MPS, 1990-2000	84
20. Deaths by Qualifications in MPS, 1990-2000	86
21. Time Lost Due to Morbidity in MPS, 1993-2000	88
22. Funeral Costs for MPS	90
23. Attrition by Cause and Year in MoWD	94
24. Death-Related Attrition Rates by Occupational Category in MoWD	96
25. Observed and Expected Deaths in MoWD	97
26. Trends in the General Attrition Rates in the Malawi Public Service	108
27. Trends in Mortality Rates in the Malawi Public Service, 1990-2000	109
28. Mortality Trends by Sex and Age in the Malawi Public Service, 1990-2000	111
29. Time lost due to Morbidity in MPS, 1993-2000	112

List of Boxes

1. Opportunistic Infections Associated with HIV/AIDS	8
2. MoHP Approved HIV/AIDS Signs and Symptoms	8
3. Estimated Funeral Costs	79
4. Estimated Costs of HIV/AIDS on the Malawi Public Service	117

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_12814

