

Work environment adaptive mechanisms used by women living with HIV/AIDS in Gaborone, Botswana

Patrice Malonza, Helen Buchanan & Elelwani Ramugondo



Presentation out line;

- Introduction
- Aim of the study
- Method
- Findings
- Some quotes from the participants
- Conclusion
- Acknowledgments

Introduction:

- Women living with HIV/AIDS face multiple challenges in negotiating return to work.
- Contexts with poor health care systems, low remuneration and unsupportive work environments may further decrease the chances of positively adapting to work environments after HIV/AIDS diagnosis.

Aim of the study;

- To explore the work adjustment process of women living with HIV/AIDS in Gaborone, Botswana

Methodology

- Collective case study
- Purposive sampling with maximum variation to select four participants from Gaborone's Infectious Disease Control Centre (IDCC)
- Data collection - semi-structured interviews.
- Interview transcriptions were coded inductively

Findings

Themes

Theme 1:

Agency in developing personal work strategies

Theme 2:

Adherence to medical treatment

Theme 3:

A mind shift – lifestyle and occupational adjustments

Agency in developing Personal work strategy

- Dolly: “I start my work at 7, but I have to- as you know to be a good employee you have to come earlier, like- I can be here at half 6, so that when the officers come, they find that everything is ok”

Adherence to medical treatment

- Miss. P: 'My tablets, I take them at 7 in the morning and in the evening, I leave home around half 7 after taking them because I have to eat before taking them'
- Miss moss; 'I knock off on time to take my night dose'

Mind shift; Lifestyle and Occupational Adjustment

- Miss Moss, 'I work out a lot, I work out a lot, and live well', I mean like now I was just telling you my CD4 is from 386 now to 506 so yah, that is all hard work. I work out, I don't drink anymore although there are days when I'm just a victim of these people, but I don't drink, I avoid alcohol. I'm now used to it. I don't want to drink and I don't smoke, I don't go out at night, I rest, I eat well, drink lots of water, yah'

Mind shift; Life style and Occupational Adjustment

- Miss moss; “I balance my office work and my social life’

Conclusion:

- Study participants had developed strategies to enable their reintegration into their work environments with varying levels of success
- The findings of this study, may inform programmes to facilitate positive adjustment within work environments for women returning to work following HIV/AIDS diagnosis.
- Help in formulation of government policies supporting return-to-work for this group

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Burden of HIV/AIDS



Thank You

Asante Sana