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



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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:

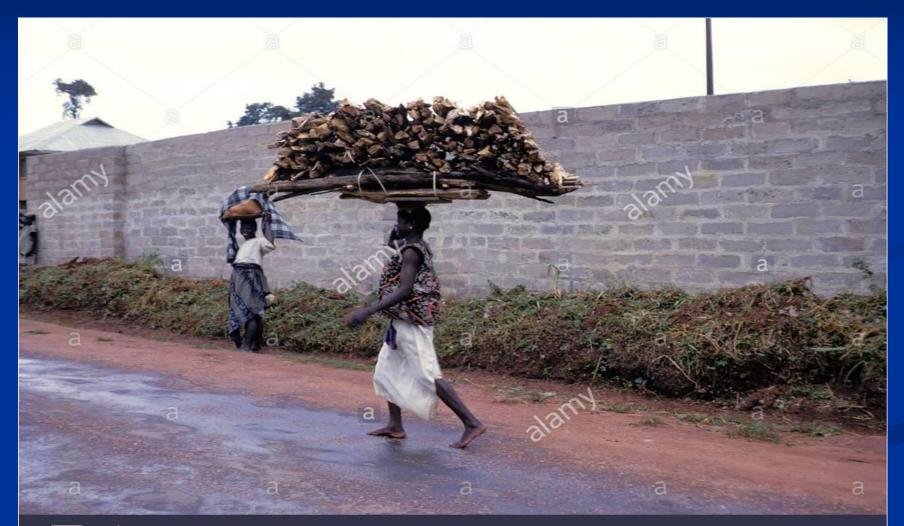
Study participants had developed strategies to enable their reintegration into their work environments with varying levels of success The findings of this study, may inform programmes to facilitate positive adjustment within work environments for women returning to work following HIV/AIDS diagnosis.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

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Burden of HIV/AIDS



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Thank You

Asante Sana