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

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Presentation outline:

- 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

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<td><strong>Theme 1:</strong> Agency in developing personal work strategies</td>
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<td><strong>Theme 2:</strong> Adherence to medical treatment</td>
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<td><strong>Theme 3:</strong> A mind shift – lifestyle and occupational adjustments</td>
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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.
Acknowledgments

My co authors: Helen Buchanan and Elelwani Ramugondo
Burden of HIV/AIDS
Thank You

Asante Sana