

**STRUCTURAL CORE DRIVERS OF NEW HIV INFECTION AMONGST
EMPLOYEES OF DEPARTMENT OF AGRICULTURE, MOPANI DISTRICT,
LIMPOPO PROVINCE**



PRESENTATION

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INTRODUCTION

- Progress towards the attainment of 3030 Global vision of Zero new HIV infections, Zero stigma and discrimination and Zero AIDS-related death is being reported
- South Africa's current response is commendable, however, the epidemic remains daunting as prevention interventions have failed to gain traction with between 350,000 and 500,000 new HIV infections still occurring annually (Global Health Magazine, 2013:1)
- Limpopo Department of Agriculture (LDA) is not exceptional as far as new HIV infection is concern
- The battle against HIV and AIDS is far from over
- The study site is Mopani District, Limpopo Province



PROBLEM STATEMENT

- The 2012-2013 annual HIV, Counselling and Testing (HCT) statistics in LDA indicate that of 3998 employees:
 - 1095 employees went for onsite HIV Counselling and Testing;
 - 1033 employees tested negative
 - 62 employees tested positive and
 - 2903 never participated and
- These statistics pose a threat towards the attainment of the 2030 vision
- There are other drivers of new infections in the workplace: such as behavioural and social factors
- However, this study explored deeply entrenched and long established structural core drivers of new HIV infections in Mopani District, Limpopo Province.



ETHICAL CLEARANCE AND PERMISSION

- CLEARANCE WAS OBTAINED FROM:
 - Turfloop Ethics and Research Committee (TREC)
 - Permission was granted by Limpopo Department of Agriculture (LDA) now called Limpopo Department of Agriculture and Rural Development (LDARD)



THEORETICAL FRAMEWORK

structuralism and anomie

STRUCTURALISM: KARL MARX

- Society is structured according to Marx
- Social Structuralism is made up of:
 - Social structure
 - Social organization



STRUCTURALISM

Social Structure

- Relationships between members of society
- Universalistic values
 - Particularistic values (specific to a particular community)

Social Organisation

- Ordering of social relations
- Social differentiation/stratification



ANOMIE

EMILE DURKHEIM'S THEORY OF SOCIAL DEVIANCE



METHODOLOGY

- Qualitative research approach was adopted
- Case study design



SAMPLING

- Purposive sampling was suitable for the study
- 20 participants were selected from LDA
- 10 males and 10 females
- Age range: 18-65, as a whole:
 - Stratified samples as follows:
 - ❖ 18-35 age group
 - ❖ 36 -54 age group; and
 - ❖ 55-65 age group



DATA COLLECTION

- Semi-structured in-depth interviews were conducted
- Based on the Interview guide
- Pilot test
- Three local languages
- Ethical clearance obtained from TREC
- Permission granted by LRDA.
- Data was transcribed in languages spoken



DATA ANALYSIS

- Eight steps as proposed by Tesch (in Creswell, 2009).
 - Read all transcripts
 - One on top
 - List of all topics
 - Emerging themes and sub-themes
 - Most descriptive word (theme)
 - Data for each theme (preliminary analysis)
 - Final process (data presentation)
 - Literature control
 - Accuracy and reliability: Guba's model



FINDINGS

The study revealed the structural core drivers of new HIV infections as follows:

(a) Cultural norms and values

These are social patterns that regulate relationships and interactions among members of the society. Societal patterns manifested in a form of:

- Primary socialization by the social agents and parents has intentional role later in life

“...later in life, some of us maintain those norms and values acquired during our early childhood . I have been raised by my maternal grandmother. She was tough like a man. She has built up a man out of me and I am so grateful about that”

- Patriarchal system as a prime structural obstacle
 - a system of social structures and practice in which men dominate, oppress and exploit women

“When we were still young, we were taught that it is conjugal rights for a man to demand sex from his wife at any time he feels like. There were no HIV infections during those days. So if I start to introduce condom now, it is a challenge and a threat to our marriage”.



SOME FINDINGS

(b) Gender-based violence (GBV)

- GBV's element of disempowering women.

- Fear to negotiate the use of condom

“There were no HIV infections during those days of our marriage... so if I start to introduce condom now, it is a challenge and a threat to my marriage”.

- Fear to loose partners

- Fear to access counselling, testing and disclosure

- Commodification of women in a marriage

- There are “good” and “bad” naming of both men and women who practise multiple sexual partnerships.

“In my culture it is accepted for a man to have more than one sexual partner. If you are a man it is approved; but, if you are a woman it is disapproved. If I can cheat my partner I will be called by names such as “sefebe” (a tart, or a woman of loose morals). Conversely, if a man cheats he is being praised and called “sekhokho” (which means a boss or a great one)”.



FINDINGS continued

(c) Polygyny

- **Approval of polygyny**

- Men are like a “melon seed”, a bull-not to be confined in one pasture
- H1 virus remained trapped
- Polygyny is gaining momentum among some African men
- Envisaged by young women for its economic value
- Safety net and cash transfers mechanism

- **Disapproval of polygyny**

- Non-classic kind of marriage
- Polygynous marriage network aggravate the spread of HIV infection



MORE FINDINGS

(d) Anomie as explanation of deviance in social organisations

- The abuse of the bureaucratic organisational structure
- The working environment-HOD ensure employees' safety.
- Field workers -Technicians
- Corruption
- Migration and Mobility-Re-deployment, extension conferences
- Departmental residential houses

"Those employees who joined us here, they live in these departmental residential houses nearby (using her finger to point some houses built next to the work place), they change women like hell. Men are lazy to cook, clean and do the washing for themselves. They rely on their girlfriends for that purpose, and those girlfriends depend on them for financial benefit. Hahahaaa... (She lough loudly), Tsonga people use to say: "xandla famba, xandla vuya" (meaning that when you give someone something you expect to receive something in return from that person) and the Zulus' say: "I zandla zi ya gezana" (This implies that for the one hand to be washed, it should first wash the other one)".

-Illegal construction of shacks

- Wilson and Kelling's (Broken windows' theory)

- Employees at redline gates
- Centralisation of HIV and AIDS Programme .



FINAL FINDINGS

(e) Employment Equity

- Gendered distribution of resources
- Poor career advancement by women
- Workplace sexual exploitation of women
- Sex in exchange for favours is common in LDARD



CONCLUSION

- All employees are vulnerable to new HIV infection
- Gender-based violence is a predisposing factor
- Under-employment and poor career advancement is a precipitating factor
- Re-deployment, as a structural pillar of disintegrating family system is a core driver of new HIV infection
- Poor implementation of Gender Equity Act
- Sexual exploitation in a workplace is seldom reported



Conclusion

- Primary socialization has an effect on later sexual life
- Remnants of patriarchal domination
- Working class women experience gender-based violence as well
- Polygyny has gained impetus in South Africa
- Polygyny is a safety net for women in need of financial security



RECOMMENDATIONS

- Family preservation, physiological and safety needs should be central in case of redeployment, appointment and transfers agenda.
- Effective monitoring and evaluation of the implementation of Employment Equity Act, 1998
- A popularised departmental workplace sexual-harassment policy
- Decentralisation of HIV and AIDS programmes



RECOMMENDATIONS

- Marriage enrichment programmes for all employees
- Dialogue on patriarchal value systems
- The establishment and strengthening of men's forum



I THANK YOU ALL

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