

WORKING WOMEN'S PERCEPTIONS OF POWER, GENDER-BASED
VIOLENCE AND HIV-INFECTION RISKS: AN EXPLORATIVE STUDY AMONG
FEMALE EMPLOYEES IN AN AIRLINE BUSINESS

by

RACHEL JOHANNA FREEMAN

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“Every successful learning initiative requires key people to allocate hours to new types of activities: reflection, planning, collaborative work and training.” – Peter Senge

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Student number: 45610398

I declare that **WORKING WOMEN'S PERCEPTIONS OF POWER, GENDER-BASED VIOLENCE AND HIV-INFECTION RISKS: AN EXPLORATIVE STUDY AMONG FEMALE EMPLOYEES IN AN AIRLINE BUSINESS** is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.

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SIGNATURE
(MS R J FREEMAN)

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DATE

SUMMARY

Power imbalances and gender-based violence (GBV) have increasingly been cited as important determinants putting women at risk of HIV infections. Studies have shown that globally one in every three women has been beaten, coerced into sex or otherwise abused in her lifetime. The study explored working women's perceptions of power, gender-based violence and HIV-infection risks. A qualitative, explorative study was conducted among female employees in an airline business in Namibia. Five women participated in in-depth, face-to-face interviews. The findings show that all of the participants experienced power imbalances and GBV in their intimate relationships. All of the women reported emotional or psychological abuse, whilst the majority were subjected to economic abuse, followed by physical abuse, and two alleged having been sexually abused. The study concludes with specific recommendations for the development and successful implementation of workplace policy and programmes to protect and promote women's rights.

KEYWORDS: Airline business, female employees, power imbalances, gender-based violence, HIV and AIDS, HIV-infection risks, and working women.

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LIST OF ACRONYMS AND ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
ARV	Antiretroviral
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
EAP	Employee Assistance Programme
GBV	Gender-Based Violence
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit
HIV	Human Immunodeficiency Virus
ILO	International Labour Organization
IPV	Intimate Partner Violence
NDHS	Namibian Demographic and Health Survey
NPC	National Planning Commission
SADC	Southern African Development Community
SIAPAC	Social Impact Assessment and Policy Analysis Corporation
STDs	Sexually Transmitted Diseases
SRPS	Sexual Relationship Power Subscale
STI	Sexually Transmitted Infections
UNAIDS	Joint United Nations Programme on HIV/AIDS
UN	United Nations
UNISA	University of South Africa
USAID	United States Agency for International Development
VAAW	Violence and Abuse Against Women
VCT	Voluntary Counselling and Testing
WHO	World Health Organization