

An analysis of the relationship between lack of workplace recreational facilities in Debswana operations for young mine workers and their vulnerability to HIV infection

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Declaration

By submitting this assignment electronically, I declare that the entirety of the work contained therein is my own, original work, that I am the owner of the copyright thereof (unless to the extent explicitly otherwise stated) and that I have not previously in its entirety or in part submitted it for obtaining any qualification.

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Abstract

Given the high level of HIV infection throughout Debswana Mines, there is an urgent need for a response that addresses the miners' particular vulnerabilities to HIV/AIDS. Such responses must be based on the social and contextual realities faced by mine workers.

The research study sought to examine the existing workplace programmes and policy that address the causes of HIV vulnerability amongst mine workers, to identify gaps in the existing workplace programmes and provide recommendations that could help to reduce HIV vulnerability for young mine workers. On the assumption that social identities can influence people's behaviour, the study looked at the way in which mine workers construct their social identities within their working and living environment. The paper also examined the way in which the construction of masculinities predisposes miners to HIV infection. The study also investigated the interrelatedness of lack of recreational facilities for young mine workers in Debswana Mines and their vulnerability to HIV infection.

This research study was based on focus group discussions and semi-structured in-depth interviews.

It was found that men who participated in recreational activities or who use their leisure time positively will be less involved in risky habits and sexual relationships. The results show that men need carefully structured opportunities to consider how dominant ideologies of masculinity, and the role relationship they reinforce, may disadvantage them as well as their partners, and that men who were involved in social groups and peer support groups developed a positive attitude and are likely to try to live up to the positive expectation of the group. The results also show that some men are not aware of the benefits of recreational activities and how they can improve their social life.

Opsomming

Gegewe die hoë vlak van MIV infeksie in Debswana Myne, is daar 'n dringende behoefte vir 'n respons wat die myners se spesifieke kwesbaarhede tot MIV/Vigs aanspreek. Sulke response moet op die sosiale en kontekstuele realiteite wat mynwerkers in die gesig staar gebaseer word.

Hierdie studie het gepoog om die bestaande werksplekprogramme en beleid, wat die oorsake van MIV kwesbaarheid onder mynwerkers aanspreek, te ondersoek om gapings in huidige werksplekprogramme te identifiseer en aanbevelings te maak wat kan help om MIV kwesbaarheid onder jong mynwerkers te verminder. Op die aanname dat sosiale identiteite persone se gedrag kan beïnvloed, het die studie gekyk na die manier hoe mynwerkers hul sosiale identiteite binne hul werks- en leefwêrelde konstrueer. Die studie het ook die wyse ondersoek hoe die konstruksie van manlike identiteite myners tot MIV infeksie vatbaar maak. Die studie het ook die onderlinge verband tussen 'n tekort aan ontspanningsfasiliteite vir jong mynwerkers by Debswana Myne en hul kwesbaarhied aan MIV infeksie ondersoek .

Hierdie navorsing het gebruik gemaak van fokusgroepe en semi-gestruktureerde in-diepte onderhoude.

Daar is gevind dat mans wie aan ontspanningsaktiwiteite deelgeneem het, of wie hul ontspanningstye positief gebruik het, minder betrokke in waagsame gewoontes en seksuele verhoudings sal wees. Die bevindinge wys dat mans 'n behoefte het aan sorgvuldig gesruktrueerde geleenthede om te dink oor dominante ideologieë van manlikheid, en hoe die rolverwantskap wat hulle versterk tot hul en hul vennote se nadeel strek. Mans wie deelgeneem het aan sosiale groepe en portuursteungroepe het positiewe houdings ontwikkel, en sal waarskynlik probeer om die positiewe verwagtinge van die groep na te kom. Die bevindinge wys ook dat van die mans nie van die voordele van ontspanningsaktiwiteite bewus was en hoe hulle hul sosiale lewe kan verbeter nie.

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1. Introduction

1.1 Mineworker Lifestyles.

The mineworkers surveyed in this report are characterized by a transient lifestyle and a vulnerability to HIV/AIDS that is exacerbated by their living and working conditions. Debswana Mines are located in remote areas and often employ workers drawn from the distant communities. The workers are young men from rural areas, who work in dangerous, stressful conditions and mostly in single sex hostels with easy access to commercial sex workers and alcohol. Their living and working conditions provide ideal conditions for the spread of an infection, especially HIV. HIV infection flourishes in an environment where men have money, have few recreational options, are away from their families and are living amongst the communities where women's limited access to education and income can force them to resort to commercial sex.

The mine workers engage in physically taxing and dangerous work, and they live with the constant prospect of fatal accidents. Occupational injuries are more common in mining than in any other sector of industry, in Botswana. In the De Beers group of companies, there were 4 reported cases of fatalities between January and October 2008 at the Venetia Mine alone. And 2 reported cases in Botswana based mines, one in Orapa and one in Jwaneng in June and November 2008 (De Beers News report 02 November 2008). There are often limited channels for airing grievances. This has resulted in young men feeling less important in the organization and not motivated to be in control of their own health and life. Lack of support from the organization where employees are prone to fatal injuries while on duty shapes the ways in which they might approach other dangers. The distant risk of AIDS appears faint when compared to the daily odds of being killed in the mine. Conditions that devalue people's dignity signal to individuals that their lives are considered to be of little value.

Social identity theory in the Tajfel-Turner tradition (Hogg & Abrams, 1998; Tajfel, 1981; Haslam & Turner, 1994), states that the social self consists of a loose association of "self categorisations or group membership". This theory has focused much on the

psychological process underlying group formation, focusing on the cognitive and motivational process involved in identity formation. One researcher stated that cognitive and motivational processes are structured within the dynamically changing social contexts. He further suggested that different group memberships are associated with different sets of recipes for living and are shaped in the context of a particular life challenges (Campbell, 1997).

Miners in this study categorized themselves in terms of a range of informal group memberships including collectivities of underground work team mates, hostel room-mates, rural homestead communities etc.

This paper will analyze the way in which the lack of recreational facilities in Debswana Mines in which social identities are shaped in response to life challenges of work can fuel the spread of HIV infections among young male mine workers.

The mining setting offers limited social support and scant opportunities for intimacy. In conditions of loneliness and isolation, sexual intimacy comes to symbolize a form of emotional intimacy that may be lacking in other areas of their lives. Opportunities for leisure are few, which makes drinking and sex with commercial sex workers one of the few recreational activities available on a day to day basis. The continued practice of dangerous behaviours by mineworkers must also be located within the context that provides limited social support and scant opportunities for intimacy. A research study done in Norway revealed that gay men in Norway were far less likely to engage in unprotected sexual intercourse if they live in a supportive social environment. In conditions where they felt lonely and isolated, sexual contact came to symbolize a form of emotional intimacy that may have been lacking in other areas of their lives (Prier, 1990; Gill & Lavon, 2002).

This relationship between social support and risk-taking behaviour provides an interesting framework within which to consider the high levels of unsafe sexual behaviour practiced by mine workers.

Despite the assumption made by some of the Knowledge Attitude and Practice (KAP) model, research has found that even people who are knowledgeable about HIV/AIDS often indulge in high risk sexual behaviours (Campbell & William, 1996). This is an indication that information alone has not proved to be sufficient to bring about consistent change in behaviour.

Identifying the role of recreational activities in mitigating lifestyle and behaviour risk for young men is a growing area of interest which has been overlooked for a long time (Ryan, 1991). Efforts to identify and evaluate the relationship between recreation and behaviour of young migrant workers that place them at risk are ongoing.

There are predictor variables that can be used to help identify migrant mine workers at risk. Whether or not a migrant worker engages in unacceptable or deviant behaviour depends on the interaction and dynamics of these variables, the type of support the workers receive from their employer, family, friends and the community. There are several individual problem characteristics of mine workers at risk that have been identified, e.g. low self esteem and self image, poorly developed impulse control, poor developed modulation of emotion, relationship deficit, family pains and strains. Low self esteem makes individuals easy prey to negative peer pressure. Rather than see themselves as failures according to normal adult standards, young men appear to find success through group behaviour which tends to be risky and self destructive. The mining sector is both susceptible and vulnerable to HIV/AIDS because the miners live in an environment where risk taking is the norm (Whiteside & Sunder, 2000).

1.2 Impact of Global financial crisis on Debswana and on the project.

The research and writing of this project took place between 2008 and 2009, and therefore coincided with global recession. The impact of what started as a banking and financial crisis is now shifting to jobs, and working people. The global shutdown is aggravating social and economic inequality, which is closely implicated in the spread of HIV /AIDS.

“The global food crisis, the financial crisis and other global challenges such as HIV/AIDS must not be measured in numbers, but in terms of their impact on the poorest and the most marginalized people of the world” (Kaleeba, 2008).

During the first half of 2008, Debswana mines were implementing expansion plans for Jwaneng Mine (*Debswana Brief, 2008*). This resulted in more people being employed by the company. Starting from July, diamond sales started to drop, and the prices dropped dramatically in October and there were no sales of diamonds in November 2008. The company was forced to reduce production of rough diamonds from 37.2 million carats per annum to 15.7 million carats for 2009 due to low demand for rough diamonds globally (*Debswana media release, December 2008*).

Following the cut down of production Debswana closed two of its operations and about 450 jobs were lost. Where there are not many options, young men can resort to unsafe sex practices as a way of coping with stress and fear. The financial crisis has gender implications, because women will often be the first to lose their jobs in most companies as well as coming under increased pressure to support the household and where there are not many options, the need for money can increase vulnerability to HIV and the spreading of the infection as some will tend to resort to commercial sex. Many of the workers who have already contracted the virus are in a particularly vulnerable position, where the loss of jobs means the end of vital HIV treatment which was provided by the company. They will be forced to join the public sector for treatment where continuous support and counseling are very limited as compared to what the company was providing for them. They will also have to part with their money to travel to the facilities which might be far from their homes. All benefits from the company are terminated upon termination of employment including HIV treatment and management.

“A crisis – be it current economic recession or the continuing but still urgent HIV epidemic – can not be a reason to take the ‘decent’ out of the decent work,”

(ILO programme, 17 April 2009).

The 2007 Debswana HIV prevalence survey results gave cause for optimism in many respects, as HIV prevalence was leveling down in all the operations, incidence among young men was falling in most of the operations because of the current prevention programmes (Debswana 2007 prevalence study). However these hard-won gains are at risk because the company is now looking for ways to reduce its budget and some recommendations from this study that need financial support may not get the budget to be implemented. As the company takes action to combat recession and build recovery, it must ensure that its strategies support efforts to address HIV/AIDS through the workplace programmes. The failure to maintain efforts to reverse the high level of HIV infection in the company will have long-lasting negative business consequences.

1.3 Target Group

The target group in this study were young male mine workers. With the closure of two operations there is great risk that some of them will not be able to participate in this study or their results will not be included in the report as the possibility of them losing their jobs before the finalization of the project is high. Some potential respondents are not likely to participate mainly because some are not sure about their future with the company and they will not want to concern themselves with interviews when their own job are at stake. Again some people just do not like to discuss the issue of HIV/AIDS.

1.4 Purpose of the research

The purpose of this research was to briefly investigate the encouraging relationship between regular participation in recreations and a reduction in lifestyle risk factors for young mine workers.

The study also seeks to reveal that:

- The provision of recreational facilities will encourage young men to spend more time in physical activities and they will spend less time in activities that influence bad behaviour such as consumption of alcohol and unsafe sex practices.

- Mine workers who are working in operations within Debswana where there are no recreational facilities at all are more at risk of contracting HIV infection than those working in the operations where there are recreational facilities and social clubs.
- Employees who are fully participating in recreational facilities are relieved from boredom and social isolation and therefore have more opportunities to socialize with their peers in a positive way minimizing their risk of engaging in risky sexual behaviour and substance abuse.
- Recreational facilities relieve boredom and also give young men an opportunity to socialize with their peers in a positive way.

1.5 Current Situation

The magnitude of the problem is indicated by the following figures:

Debswana Diamond Company began to experience HIV/AIDS related morbidity and mortality amongst the workforce between 1996 and 1999. Cases of ill health retirement in 1996 were 40% and 75% in 1999. HIV/AIDS related deaths were 37.5% in 1996 and 59.1% in 1999 (Debswana HIV/AIDS monitoring report, 2001).

HIV prevalence rate – The HIV prevalence survey results for Debswana employees were as follows:

Year	% Positive	Males	Age group with Highest infection rate.	
1999	28.8	Not done	30 - 39	
2001	28.4	Not done	30- 39	
2003	28.3	22 %	30-39	
2007	22.6	20.9%	40-49	

The study which was done throughout the operations showed that 72% of the male employees reported more than one sexual partner in the previous 8 weeks, 30.4% reported to have been treated for sexually transmitted infection in the previous 8 weeks, and 56%

of male employees were not worried that they may have HIV (Debswana Knowledge Attitude and Practice study, 2007).

The current recreational facilities in some of the Debswana operations are costly to employees, and cost can be a constraint to participation in some recreational activities. There are few leisure activities in the mining areas.

1.6 Research methods

This research study was based on focus group discussions and semi-structured in-depth interviews with young male mine workers throughout Debswana operations. All the participants were informed about the purpose of the study and that their identity would remain anonymous, that their participation was voluntary.

Information from health workers, human resource people, and other front line workers in this study was obtained through the use of focus group discussions and their questions differed slightly with that of the young mine workers. Their questions were designed to obtain information such as the needs of young men at risk, to identify the variables that determine success in a program, to identify programme delivery issues and to solicit suggestions for future initiatives.

2. Literature Review

The research problem to be discussed and analyzed in this paper is:

“What is the relationship between high risk behaviour and lack of recreational facilities amongst young migrant mine workers in Debswana Mining Company?”

Recreation is often defined as a diversion from work, a retooling of energy for work, or a positive, legal and socially acceptable leisure activity (Bayless & Jamieson, 1997). It is also any constructive activity engaged in voluntarily for the satisfaction it brings, whether through relaxation and fun or the opportunity for self gratification. Unfortunately, some mine workers do not use recreation creatively and so it becomes a potentially disruptive force for them. Such negative use of recreation predisposes them to delinquency, drunkenness, habitual use of psychoactive drugs, idleness, sexual promiscuity, social and emotional problems (Amusa, 1988).

Over the years, few studies have been carried out on the need to utilize fitness activities, support groups and recreational sports participation as approaches for reducing HIV/AIDS infection among mine workers.

While a major finding from KAP surveys is that there is considerable knowledge about the risks of certain behaviours, evidence seems to suggest that there has been little behaviour change. A Debswana knowledge attitude and practice study asked employees whether they thought they were at risk of being infected with HIV infection. About 78% of the respondents believed they were at risk of being infected (Debswana KAP study, 2006). Apart from the problems entailed in the “risk group” strategy, KAP surveys have limitations in their assumptions, conceptualization and design. KAP surveys assume that individuals execute their preferences or choices regardless of societal pressures around them (Poppen & Reisen, 1997). A fundamental problem could be that assumptions used for interventions and evaluation may be wrong. It is for example assumed that knowledge is linearly associated with change of attitude and behaviour (Warwick & Hauser, 1993).

The assumption that increased knowledge helps people take rational actions in health is based on the analytical model of the concept of self-agency, a phenomenon closely tied to the development of biomedical knowledge. In the way it has been promoted in HIV/AIDS education and evaluations, there has been a tendency to ignore that the individual exists within complex social contexts. Yet, over the years there have been conflicting messages, controversies among different stakeholders even dissenting voices, making the context for intervention to promote sexual behaviour change and prevent HIV/AIDS among young people even more complicated (Kelly et al, 2001).

Debswana Diamond Company is the biggest company in Botswana and the second biggest employer after the government. It has a workforce of 6647 employees as at the end of July 2008. The migrant workers who come to work for Debswana as labourers, are semi-skilled, and technicians are from the communities surrounding the mines, from rural areas away from the mines, from neighboring countries in the Southern African regions and some from abroad. The workforce of Debswana is dominated by young men between the ages of 24 & 49. About 75% of the work force is male due the nature of the mining sector. Debswana have 4 main mine operations located in different parts of the country. Diamonds are the backbone of the Botswana economy and they constitute 43% of the country's export products (Botswana economic statistics and industry report, 2008).

The first HIV prevalence survey was done in 1999 and 28.8% of the workforce tested positive to the virus and the 30-34 age group had the highest prevalence of 37.7%. About 86% of the infected employees were male (Evian, 1991).

The most recent prevalence survey was done in 2007 with the infection rate of 24 % (Evian, 2007).

A researcher (Lurie, 1999) commented that "...if you want to spread a sexually transmitted disease, you would take thousand of young men away from their families, isolate them in a single sex hostel, and give them easy access to alcohol and commercial sex..."

The underlying presumption that social outcomes were influenced by recreation and that activity could be utilized as a control mechanism for young people's behaviour was evidenced in many of the early theories 'play and recreation initiatives'. This formed the early theoretical basis of the link between 'recreation' and problem of youth. The philosophy that recreation and physical activities could act as prevention for youth problems could be seen in public newspapers in the early 1900's like the July 19th 1944 in the Bulletin titled 'Supervised Playgrounds'. Research as to how recreation might reduce risk behaviours dates back to at least 1918 (Thurston, 1918).

One study in a mining community in South Africa showed that there is a strong link between sexual health and "social capital" (Campbell, 2003). This relates to the cultivation of community cohesion through the membership of a local voluntary association such as sports clubs and youth groups. Findings of the study showed, amongst others, that young men and women who belonged to sports clubs were less likely to be HIV positive and young women who belonged to sports clubs were more likely to use condoms with casual partners than non members. If such initiatives can reduce an individual vulnerability to HIV/AIDS, they could be replicated in other countries.

Lurie (Lurie, 2003) stated that effective prevention of HIV and care is not feasible without enabling environments. Also central to an effective response is the mobilization of the civil society as locally based resources for many types of support are just more effective. In the area of prevention, an enabling environment entails social and cultural norms supportive of protective behaviours and measures. It further states that enabling environments are also critical for non prevention elements such as the availability of ARVs. It needs to be recognized that the ARV therapy is not the solution to the HIV epidemic. The solution continues to lie with changing the structural conditions that lead to HIV transmission and exacerbate the social, political and economic impact. This stressed the need for companies to change their approach to HIV prevention strategies and to look at other areas which have been neglected for a very long time and yet seem to have a close link to the high level of HIV transmission amongst the young mine workers.

There is a need for an improved social environment and the provision of recreational activities to alleviate boredom amongst the mine workers.

Most researchers who have done some work in the area of HIV prevention strategies mentioned the use of educational awareness, development of the HIV/AIDS policy in the workplace, STI's management, treatment and screening etc (Campbell, 2003).

There are no HIV/AIDS programmes that work at cultivating community cohesion. It has long been noticed that the HIV/AIDS epidemic thrives in an environment of social exclusion (Caldwell, 1997). The new environment of the mine workers often lacks strong social cohesiveness. Social cohesion can promote social confidence and hence control risks.

Social cohesion can be achieved by providing recreational facilities like social clubs, youth groups, support groups, counseling facilities, strong and active peer education groups.

In a study on '*Mobile population and HIV/AIDS in Southern African*' it was recommended that 'Mine workers should adopt a gender sensitive approach in training and education and the company management should set up codes of conduct that promotes respect for women and girls...' (Campbell, 2003).

The loneliness and the boredom of the job in the mines, poor accommodation and dangerous working environments contribute significantly to the males' exaggerated masculinity and sexual 'bravado' resulting in disrespect for women. There is a need to understand the principal drivers and facilitators in human behavior and this can be achieved through research and studies like Knowledge Attitudes and Practice (KAP). Changing behaviour means implementing programs that will change people's attitudes, value, and norms. Positive social groups can help in cultivating positive behaviour amongst men and changed their mentality about women and girls.

A miner who was interviewed in another research study was asked if his job was easy or difficult and he replied:

“The work is heavy but I have endured it because I have no education. It is risky – every time I go down I am not sure if I will come back. But I have no choice. I am forced to do it” (Campbell, 1970). In such environments the fight against HIV/AIDS is unlikely to encounter much success. In the same study one informant commented that the risk of HIV/AIDS appeared minimal compared to the risk of death underground.

Recreational services can be used as a valuable tool in preventing risk behaviour, controlling the spread of diseases especially sexually transmitted diseases such as HIV, in reducing substance abuse and other anti-social behaviour such as promiscuity amongst young mine workers. The common theme in the recreation movement was the faith that recreational activities encouraged social production attitudes, values and good habits. The underlying presumption that healthy social outcomes were influenced by recreational activities and that activity could be utilized as a control mechanism for the migrant mine workers' behaviour was evident in many of the early theories of recreation initiatives (Mechanic, 1990; Kippax & Crawford, 1993; Zwi & Cabral, 1991). This attitude formed an early theoretical and practical basis for the link between 'recreation' and problems of the migrant workers.

Research on how recreation might reduce related problems dates back to 1918. The researcher concluded that delinquency was the result of misused leisure time (Thurston, 1918). Another researcher stated that 'recreation' at its best prohibits delinquency by providing healthy activities, developing social relationships, and promoting the idea that success is the result of one's own efforts" (Jordan, 1991).

Evidence supporting the notion that participation in regular recreational activities positively affects characters goes back to 1946 (Blauchard, 1946). More research continues to suggest a possible connection between participation in sport and character development. In addition to the possible improvement in morale related to participation

in activities, numerous physiological improvements have been demonstrated (Bouchard et, al, 1944; Sallis, 1994).

There are issues that are related to behavioral risk of young mine workers which make them susceptible to HIV infection, some of these are:

- Masculinities and sexual health – ironically the very sense of masculinity that assists men in their day-to-day survival in the dangerous working environment also serves to heighten their exposure to the risk of HIV infection. Masculinity brings the concepts of bravery, fearlessness and persistence in the face of demands of underground work. Men frequently spoke of their terror as new workers the first time they entered the ‘cage’. More experienced workers would encourage them by urging them to remember that they were men. They will say words like “*A man has the responsibility of supporting the family and hence has no choice but to put up with the risk and stresses of working underground...*” (Campbell, 1992). Research stated that in the highly patriarchal rural communities where most mine workers originate, one of the main pillars of masculine identity construction is participating in the homestead leadership. Many mine workers are deprived of such key markers and so they resort to sexual urges to compensate for the reduced opportunities for assertion of masculine identities on other contexts (Dunbar, 1994). The aim of this paper has been to illustrate that high risk sexual behaviour amongst mine workers are too complex to be changed by providing people with health related information, as traditional workplace programmes have sought to do. This is because sexuality is shaped by a complex process of identity formation nested within the dynamic of culture, psychological and social factors. Men are socialized to believe that they are entitled to have sex and they can have many partners, and that women are socialized to be submissive, service-oriented and self-sacrificial. Men's vulnerability to HIV infection is made higher by their patterns of behaviour, modes of socialization, peer pressure, cultural practices and norms.

- Boredom – It was reported that the majority of the mine workers have very limited opportunities for leisure some workers spend time in townships near the mines to pass time after work, while others avoid them as dangerous places (Davies & Salaman, 1995). When people are bored they usually turn to other activities to elevate their moods and mostly to deviate behaviour. In such circumstances drinking and sex appeared to be two of the few diversionary activities easily available on a day-to-day basis.
- Psychological issues – It was discovered that good mood is a significant prevalent and relevant product of leisure activities. It was also found that mood changes from participation in leisure activities appear to have a positive impact on the memory, task performance, socialization and self esteem (Hull, 1990).
- The environment – the disruption of the social support mechanism and the family structures, unpleasant living conditions and limited opportunities for leisure define the work context for many mine workers (Smart, 1999). The fact that mine workers routinely face hazardous working conditions makes it harder to encourage them to engage in safe sex. During an interview with mine workers, one mine worker mentioned that: *“Every time you go underground you have to wear a lamp on your head. Once you take on that lamp you know that you are wearing death...It is only with luck if you come to the surface alive because everyday somebody get injured or die.”* (Campbell, 1997).

The mine workers lack of control of their life circumstances and their safety results in risk taking mentality. Based on the average fatality and reportable injury rates an underground worker has a 2.9% chance of being killed in a work-related accident and a 42% chance of suffering a reportable injury in a 20 years working life (South African Chamber of mines, 1984 & 1993).

Such statistics are common in most mining areas. In Debswana Diamond Company for 2008 there were two fatalities due to accidents in the workplace, more than 30 reported

cases of accidents, and other injuries went unreported (Debswana Safety office report Jwaneng and Orapa Mines, 2008).

3. Methodology

3.1 Introduction

In this chapter the researcher will identify the methods used in the study for collecting data from the participants. The researcher will also highlight reasons for choosing the methods and of the limitations of the methods.

The qualitative method was used to obtain data from the participants. Qualitative research is an imperative multiple approach that investigates people in their natural environment (Christensen, 2006).

This method has three primary components which will help the researcher to explore the realities and myth of the young male mine workers at risk, investigate the differences in the behaviour of young male mine workers who are participating in recreational facilities, to investigate the potential impact and benefits of recreational facilities on young male mine workers, and to also investigate young male mine workers and frontline workers' view on the potential impact and benefits of the recreational facilities on young male mine workers.

3.2 Components of the qualitative research method.

a) This method is interpretative – this means that it consists of non-numerical information, and after collecting information some meaning has to be extracted from it. In this study the researcher wanted to investigate the culture and behavior of young mine workers in the mining areas away from their cultural settings and background.

Most of the mine workers engage in risky behaviours of high alcohol consumption and unsafe sex practices (Evan, 2004). They are also vulnerable to negative peer pressure (Campbell & William, 1996). What does this mean? This is the area where the researcher needed to interpret the behaviour, and to give some meaning to this behaviour. General behaviour of young mine workers and their drinking habits are dominant characteristics

of these groups. The setting in the mining areas is as though one had to act like the rest of the group to be accepted as part of the in-group and underground worker's peers. This behaviour can be interpreted as an expression of the “real man”.

b) Data is collected through use of a variety of tools. Methods that have been used in this study to collect data included individual accounts of a personal experience, introspective analysis, interviews, and observation of individuals. Several of these methods were used in this study to try to get the best description of an event and the meaning it has for the individuals being studied.

It is believed that using different methods provides a better understanding of the phenomenon being investigated (Christensen, 2006).

c) The qualitative method is conducted in a person's natural surroundings. In this study all data collection was done at different mining operations. Having worked in one of the mining areas before and currently visiting them regularly, though now based at the headquarters, the researcher's personal involvement increased the frequency of contact with the mine workers, and allowed the researcher to gain an emphatic sense of the young mine workers' identity, ‘psyche’ and everyday social interaction.

The study was conducted by using ‘Lincoln’ methods of qualitative data collection using multi methods. The methods used were:

3.3 Interviews.

This method involved verbal communication between the researcher and the participants during which information is provided (Burns & Grove, 2001). Structured interviews were held with mine workers from Morupule, Orapa and Letlhakane mines. An interview schedule was developed and used during the interviews.

The information was gathered through structured and unstructured sections. The questions for the interview were designed to focus on whether the use of recreational

facilities in the mining areas can influence the change of behaviour of young mine workers to a positive behaviour which will reduce their risk of HIV/AIDS vulnerability. The researcher was there always to ensure that there is control over the content of the interview.

The interview was conducted in a relaxed atmosphere and the interviewer respected the participants and their views throughout the process, and participants were allowed and encouraged to ask for clarifications. The participants were informed at the beginning of the sessions that the interview will last for 30 minutes, and the researcher respected the time through out. There was a debriefing at the end of the session and all participants were thanked for participating throughout as no one dropped out of the interview during the sessions. The interview was a useful method as data was collected within a short time and there was time for the researcher to check the information provided to ensure that it is checked for aspiration against facts.

Some of the limitations of this method is that it involved personal interaction and feelings as such it is possible to get incorrect information especially on issues that are too personal, such as how people socialize, their sexual behaviour and relationships. The researcher discovered that during the interview, mine workers were free to talk about their sexual life and how they spent their leisure time. The respondents did not feel intimidated when asked questions about their sexual habits and drinking habits.

3.4 Focus group.

This method of data collection is described as a type of group interview in which a researcher leads the discussion with small groups of individuals to examine in detail how the group members think and feel about the topic (Johnson & Christensen, 2000).

The focus group discussions were held with two different groups. The young mine workers and the frontline workers (Human resource managers, HIV/AIDS coordinators, Sport managers, Health workers etc).

The purpose of this method was to explore attitudes and feelings and to draw out precise issues that may be unknown to the researcher. There were about 10-12 participants in each group. This number was preferred as participants had more to share about the topics and had lengthy experience with life in the mining industry.

Young men in the focus groups were limited to those between the ages of 18-39. This group was further divided into two age groups to allow easy flow of communication amongst the group members without an age barrier. The groups were 18-25 years and another group 26-39 years. Colleagues who were assisting with the study at the operations were provided with information which clarified the characteristics of the focus group participants needed in each operation.

A debriefing session was held with each assistant during a visit to the operation to receive feedback on the research process, and to discuss any complications or issues that arose from the delegated responsibilities.

The focus group meeting proceedings were audio-taped to facilitate recall and to allow the meeting to be reviewed. The researcher took some notes during the discussions. Before starting the discussions participants were asked to give consent to audio recording of the meeting. In every case verbal consent was obtained. The participants were informed that their participation was voluntary, that their identity would remain anonymous, and that they were free to withdraw from the meeting at any time without consequences. Each focus group lasted for about 1½ hours. The discussion took place in meeting rooms in all the operations. The environment was comfortable, and free from external disturbances. Mine workers preferred just casual sitting arrangements with no tables but just chairs. They were arranged in a way that allowed the researcher to have eye contact with the participants and to observe their non-verbal communication during the discussion. The participants agreed on the ground rules, and for the respect for all.

Throughout the session, participants were given the chance to express their views, and they were encouraged to talk to one another. The young mine workers were free to

discuss just anything that was put on the table for discussion and they were very independent and clearly stated their points. The front line workers were also encouraged through this method to share their experience and their challenges in the area of recreational facilities and how they can be used as tool for the prevention of HIV/AIDS in the mining area.

3.4.1 Benefits of the focus group method.

The focus group discussion ensures that the researcher keeps the participants in a group 'focused' on the topic being discussed (Johnson & Christensen, 2000). The main focus area in this study was to find out if there is a relationship between lack of recreational facilities in Debswana mining operations and the young men mine workers vulnerability to HV/AIDS infection.

Focus group discussions took place in a relaxed atmosphere, in a natural environment. Data was collected in the words of the participants, capturing their own feelings, and the emotional aspect of the topic. This method benefitted the study because it allowed for in-depth discussion on personal and work-related issues which often fuel the spread of HIV/AIDS in the mining areas. Young mine workers were able to bring out job related issues which were never before brought up as a driving factor to their HIV vulnerability.

3.5 Literature review.

A comprehensive search for the relevant academic and professional literature was performed throughout the duration of this project. Electronic search technologies were employed to facilitate a complete search for the available information. A network of friends and colleagues from around the operations assisted in ensuring that a comprehensive search was completed. An enormous volume of literature was collected and reviewed. Selected research and scholarly papers used in this study are presented in the review of literature included in this report. Though the review of literature included in this report is brief relative to the information collected, it is believed that it documents and references the primary issues related to this study.

3.6 Research Population.

The study targeted two populations, to give answers to the research questions. These were the young men mine workers and the front line workers from Debswana operations. Participants were males between the ages of 19 – 39. There was no criteria for selecting front workers participants, both males and females of different ages were accepted in this study.

4. Focus group participant characteristics

For the focus group meeting participants consisted of people from the human resources departments, recreation managers, leaders of men's clubs, sports coaches, and health workers. Participants were from Morupule and Debot operations.

Young men were men between the ages of 18-39 who can be characterized as being exposed to factors known to be associated with social deviance like living in single sex hostels, working underground in the mines, and those with history of substance abuse and promiscuity.

5. Focus Group Results.

5.1 Front workers results – these were human resource managers, HIV/AIDS coordinators, sport managers, health officers.

About 20 front workers participated in the focus group discussion, both males and females. The participants represented a diverse range of professionals who are in contact with young men regularly. Their results were organized according to the issues presented for discussion.

Definition of young men at risk.

The majority of the respondents were comfortable with the term and found it appropriately descriptive, and a few found it offensive and suggested it inappropriately labeled young men. They suggested to rather using “challenges facing mine workers”. Some of the comments used to describe mine workers at risk were:

- Those who are angry with the world.
- Those with low self esteem.
- Not having good education.
- Sexually promiscuous.
- Those with background of dysfunctional families.
- Any young men without opportunity.
- Young men without coping mechanism.
- Those with potential of bringing danger on themselves and others, mostly in leisure time

Benefits of recreation.

The role of recreation in alleviating risk factors for young mine workers was a dominant discussion topic during the focus group meetings. Few participants restricted their thoughts to sports, though more had a broader perspective on recreation. Very few workers felt that for some young mine workers recreation would not provide any benefit.

In general it was believed that recreation could benefit young mine workers at risk by:

- Improving self-esteem, self image, self respect and on opportunity to succeed;
- Providing positive role models;
- Instilling a sense of belonging, teaching team work, positive interaction and social skills;
- Allowing young men to feel ‘connected’ to something;
- Providing morals and values surrounding ‘fair play’, and respect for rules;
- Providing a good prevention approach to alleviating risk;
- Providing a vehicle from which a relationship can develop;
- Providing a sense of community and belonging.

Participants also felt that recreational activities need to be culturally sensitive. It was also felt that recreations that need skills such as sport can be a source of failure to those young men with no such skills.

What young men dislike about the current recreation activities.

Front line workers felt that young men dislike the activities which were not specifically directed towards young men's interest and those that require certain skills and payments. They also felt that young men do not like over-organized activities with formal structures and rigid time schedule. Workers also felt that young men do not like to be lectured a lot about moral and legal rights and wrongs or to be told what to do with their lives during recreation activity; they want to enjoy it for the joy of the activity.

What do young men in the mine want?

The participants felt that young men at the mines need better coping skills. They also felt that young men need a place to hang out after long hours of work. They need activities that require low or no skills. They also believe that needs for young men at risk include support from the employer during the time of crisis, peer support, sense of worth, empowerment, responsibility and to be listened to.

Can recreation function as a prevention strategy for HIV infection?

During the discussion the workers were divided in their view of the prevention role of recreation. While most felt that the main role for recreation was prevention of various health, social, emotional and spiritual problems not necessarily HIV infection, there were quite a few who believed in the power of recreation as a strategy for HIV infection prevention for young men.

Constraints faced by young men in the area of recreation.

The following were highlighted as some of the constraints facing young men:

- Fear of failure/ low self esteem.
- No input from the young men on the activities.
- Cost of some of the recreation activities in the mines.
- Gender biased programming.
- Lack of encouragement.
- Decision-makers don't listen and care.
- Physical education programmes not a priority.

Constraints faced by front line workers in the area of recreation

Most front line workers felt that there should be a central coordination and direction of all recreation activities throughout the company and all must be invited to participate.

They identified the following as barriers to effective recreation activities:

- Low motivation of young men to participate.
- Efforts are not coordinated.
- Recreation does not appear to be a company's priority.
- Programs not properly evaluated.

Recommendation made by the front line workers

Some of their recommendations were as follows:

- They recommended that there should a need to change the attitude of the top management and make them more supportive to recreation.
- They also felt that young men need a place to hang out, and these facilities should be equipped with what the young men want and the young men must be consulted in the development of these facilities.
- They also recommended that more research is required to improve their understanding about psychological make up of young men at risk, how recreation can assist them, and the impact of other recreation especially television.
- They recommended there should be more resources in funding and staffing, and others recommended that there should be just a re-arrangement of the current recreations to suite the young men at the mines.

What are you doing well in the area of young men at risk and recreation?

Most did not comment much on this issue. Instead they concentrated on the factors that contributed to programme failure and they reported lack of funding and not soliciting young men's input into the programming as some of the contributing factors.

What are the impacts of global economic recession in the HIV/AIDS programmes in Debswana?

Almost all the participants felt that with the current economic crisis which has impacted negatively on the diamond business and on Debswana. It is likely that most HIV/AIDS new initiatives will not be implemented due to budget constraints. They also felt that Debswana is committed to the fight against HIV/AIDS in the workplace and as economy improves with time, there will be room for new initiative.

6. Results for young migrant workers

Each group had 10-12 participants. Because of the logistical issues only two operations participated. Fifty participants took part.

Most of the young men had not heard the term young men at risk, and what came to their mind for those who have heard the term was those on drugs or alcohol addiction, those committing crimes, those with no decent jobs, and many felt that all young men are at risks as they can be easily influenced by their peers.

Below were the responses to the following questions:

What do you do in your free time?

The most common activities engaged in during the young workers spare time was hanging out with friends in common places such as shops, bars or just idling around the nearby communities. Some admitted to drinking a lot, going to bars, having sex, playing pool, and watching television. A number of recreational pursuits were also mentioned such as football, jogging, and playing snooker. Many young men indicated that they do not have a lot of free time because of their jobs as most were even working overtime to increase their wages. A couple of young men reported that going to the recreation centre was a last resort because it was boring. Some young men did not know what was available to them in their company by way of recreation provision.

Most young men who were participating in some form of recreation became involved in their respective activities through their friends and peers. Some indicated that it was their own initiatives that lead them to the involvement, usually to combat boredom and give them something pleasurable do to in their free time.

What attracted you to recreational programmes?

Most of the young men in the focus group recognized the importance of recreation in their lives and they listed some of the following benefits:

- Help keep young men out of trouble.
- Relieves stress, tension and work related and family frustration.
- Meet friends, socialize and have fun.
- Gives you a sense of belonging.
- Improve self esteem.

The above indicates that social cohesion can be achieved by providing recreational facilities such as social clubs, support groups, counseling facilities. Such programmes will help to cultivate social confidence and help to control risk.

What is more important in your life right now, what are your needs?

The researcher asked several questions pertaining to the priorities, needs and issues related to young men. Young men generally felt that the company was not doing enough to address their issues and problems, management is not listening to them and does not recognize the problems that exist for the young men. The items raised by the young men were consistent with those cited in the literature. When asked about their priorities and needs in life they listed them as follows not necessary in order:

- Family.
- Money.
- Something to do.
- Safety.
- Cultural identity.
- Sports.

- Proper shelter.
- Privacy.

Their needs were listed as follows:

- Flexible, unstructured recreation opportunities.
- To be trusted and understood by their employer.
- Awareness of what is available for them.
- A sense of belonging.

Many young mine workers seem to be pessimistic and exhibit a sense of hopelessness about the future. Often this attitude removes any inhibition for taking risky behaviours including use of drugs, alcohol and unsafe sex practices resulting in good breeding environment for transmission of sexually transmitted diseases and HIV/AIDS. Few young men indicated that although things did not look positive for themselves, they would like to improve the situation for the next generation. Such individuals can be used in recreation facilities as role models to impact the change of attitude to their peers.

6.1 Interview findings of the young mine workers

About 30 young mine workers were interviewed from Jwaneng mine, Orapa and Letlhakane mines, and below is the summary of their responses.

6.1.1 Being a migrant worker

Most respondents reported that the reason for leaving their home village to work in the mines was because of lack of jobs in the villages.

Interviewer: What is the most difficult part of working in the mines?

Respondent: The work in the mine is difficult and people spent long hours operating big machinery, sometimes it is too hot and some of the rooms are too small.

Respondent: The work in the mine is hard and dangerous, many people get sick.

The miners generally complained about long working hours in an unfriendly environment, something that can make them to take risk very lightly even the risk of being infected with the HIV infection.

How are the working conditions?

Miners reported that the environment is unhealthy and full of dust at times. They have reported to have lost a lot of their colleagues from injuries and diseases like tuberculosis.

As stated in the introduction under heading ‘mine workers life style’ such dangerous environments can result in lack of control over mineworkers’ fate, which shapes the ways in which they might approach other dangers. The distant risk of AIDS appears faint when compared to the daily odds of being killed in the mine. Conditions that devalue people’s dignity signal to individuals that their lives are considered to be of little value.

What do you do in your spare time?

Respondent: We watch television most of the time until late.

Interviewer: Are there other things you can do?

Respondent: No, not much. There is very little one can do, there is no entertainment in the area except for football matches during the weekends in the community.

This situation was more common in Morupule Colliery than in other operations. Because inside the mining area there is not much entertainment available, many mines workers reported that they go outside in the community to look for something to pass time. There are informal sectors around the mining areas such as *shebeens* and bars. These areas create environments conducive to risky sexual behaviour.

Mine workers need more recreation within their area to keep them busy, to allow them to socialize in a positive way, thus preventing risky behaviours that took place outside their compound. This calls for the need to provide recreations in the form of social clubs, peer education programmes, their preferred sports and other activities.

What constraints to recreation are young mine workers facing?

The mine workers wanted to have recreation where they are treated as individuals and not the type where they will be stereotyped. Some recreation facilities in the mines need to be paid for in order for one to be a member. Mine workers see this as a constraint as most do not have money to pay for the facilities. Such facilities are common in Jwaneng and Orapa mines. Accesses to gym rooms are not free.

6.1.2 Family

When they were asked what they thought was the most difficult part of being migrant workers, a number of respondents mentioned their family. They reported that they missed their partners, family members and wives. They reported that they often see their families once in three months or less.

Interviewer: Would you like your family to stay in the mining area with you?

Respondent: No, there is no life and discipline in the mining area.

Interviewer: What do you mean?

Respondent: There is no proper housing and privacy, you can not stay with your wife here. (This was common amongst Debot employees as they have no proper accommodation as compared to other operations).

For most of the respondents the work in the mine was only a means to get money to start farming at home and support their families back home, it appeared they were not bothered much about the issue of family accommodation.

6.1.3 Gender Identity

When the respondents were asked what it means to be a 'real man' most of them related a 'real man' with a responsible and faithful man, those who support their families financially. Almost all the respondents mentioned that they sent money home to support their families.

Respondent: I feel responsible for my wife, children, parents and sisters.

Interviewer: What does this responsibility mean?

Respondent: I buy some things they need; I pay for my children's education.

Respondent: A 'real man' respect his family, he shares his money with his wife and do not use his money on prostitutes and alcohol in the mines.

Interviewer: Are people in the mine different, are they 'real men'?

Respondent: Most people change when they arrive at the mine, some drink too much, some are not faithful.

Some other men admitted having some relationship with other women apart from their wives and still maintained that they are faithful.

Respondent: I have sex with other girls around the mining community.

Interviewer: But you have mentioned that men should be faithful to their partners.

Respondent: Yes.....but I send my wife money every month.

The practice of having multiple partners was mentioned by most respondents. It was justified with referral to the 'nature' of men. This somewhat deterministic approach of sexuality can result in high risk sexual behaviour. When men feel they do not have control over their lives and their sexual desire and when people have the sense of powerlessness, they are not likely to respond to HIV/AIDS education messages and engage in health behaviours (Campbell, 1977).

6.1.4 Sexual behaviour and HIV/AIDS

HIV/AIDS education in Debswana Diamond Company was started more than a decade ago. As a result, the general knowledge of HIV amongst the mine workers was good. Although HIV/AIDS education programmes alone have not been very effective HIV/AIDS education remains extremely important in Debswana.

Although there was not always a clear understanding of every aspect of HIV/AIDS, most respondents did appear to be aware of their risk of HIV infection. As a result most tried to protect themselves against HIV/AIDS. When asked about their prevention methods most mentioned the use of condom, few reported to be sleeping with one partner.

Respondent: Now since all the talking about AIDS...I control myself.

Interviewer: What do you mean by controlling yourself?

Respondeent: I mean...I do not just get attracted to every women like before. I love my partner. It happens...but not most of the time, to get involved with someone else. But I always make sure a use a condom, even though at times I do not trust they are too safe.

Interviewer: Why is it do you think, that people are sleeping with other women in the mines?

Respondent: People in the mine are just men living together, they are talking together and their minds are just the same. To be away from their family for a long time changes their mind. It is that life in the mines that changes them.

The statement above indicated that there is clearly some relationship between the mine environment and the migrants' risky sexual behaviour. The interviews painted a picture in which mineworkers see themselves as powerless and insignificant. They recognize their own high-risk sexual behaviour, but do not think it is something that they can change. This understanding of their own problems should always be kept in mind when designing HIV/AIDS intervention aimed at the mine workers. There is a need to focus on the mine workers environmental factors contributing to their vulnerability to HIV/AIDS and introduce recreation that will address their environment and their low self esteem.

As stated in the literature review, men are socialized to believe that they are entitled to have sex and they can have many sexual partners and that women are socialized to be submissive, service-oriented and self-sacrificial. Men's vulnerability is made higher by their patterns of behaviour, modes of socialization, peer pressure, cultural practices and norms. It also appeared that some of the mine workers did not trust their partners while they are away. There were some suspicions that their partners might be cheating them back home.

Interviewer: Why do you think you are at risk of HIV infection?

Respondent: I might be infected by my wife, I do not use condom with her. Women can sleep with other men.

Interviewer: Why should they sleep with other men?

Respondent: They want more money.

While most participants reported condom usage as a means of protecting themselves against HIV/AIDS, more than half of the respondents did use a condom. A majority of the respondents never used a condom when sleeping with their wife or regular partner. Most reported that they trusted their wife but not their casual partners. Few reported that they never use a condom even with casual partners.

Interviewer: So you don't use condoms?

Respondent: No. I don't just like it. Naturally sex can't be so....with a plastic on your p...It is made to touch one another...

It is noted that even people who are knowledgeable about HIV/AIDS often indulge in high-risk behaviours (Campbell, 1996). This implies that information alone has not proved to be sufficient to bring about consistent change in behaviour. Such areas of behaviours can be best approached with recreation that will focus on changing rooted traditional beliefs and risky behaviour.

The attitude of respondents towards the issue of HIV testing was characterized by a lot of mixed feelings. Most of them acknowledge the necessity of knowing their status, so as to benefit from the company's anti-retroviral programme, but at the same time there was lot of fear towards the HIV test.

Interviewer: Do you know if you are infected with HIV or not?

Respondent: No, I am afraid, if you know that you have AIDS you die, it is better you do not know.

Being afraid to die means that they can take care of themselves if exposed to recreations that promote good health and healthy behaviour, considering that their working environment is hazardous, and yet some still value life. The mine workers can be empowered through recreation to take control over their own lives to gain the ability to

do things, to change and define their own agendas. Approaches that empower, start with people's lived realities which may be very complex. Projects such as Men, Sex and HIV/AIDS which are currently running in Orapa Mine can be improved and replicated in other operations to empower mine workers to make decisions that are wise for them especially in the area of HIV infection.

7. Inter-group comparison

Based on the review, the opinions and ideas that emerged during the three sets of the focus groups (young mine workers at Morupule Colliery, Debot, and front line workers), the following is an analysis of the similarities and differences across the various subtopics. The most interesting observation is the significant amount of similarity in the opinions, issues, and ideas regarding the benefits and impacts of recreation for the young mine workers. The similarities were greater than the differences.

7.1 Concept of Recreation

For the most part, the focus group participants had a broad view of the term recreation. Some saw recreation as an activity, and they tended to associate it with sports, while others saw recreation as benefits that are derived from activity. The benefits based view included a wide range of benefits such as social, emotional and physical variables.

7.2 Young Mine workers at risk

There were some differences between the groups in the way they viewed the term 'young mineworkers at risk'. The front line workers tended to have a broad view of young men at risk. They suggested that those were the young men who were struggling with any aspect of life such as those with low self esteem, those abusing alcohol and those with negative attitudes towards life in general.

There was some concern shown by some participants about the use of the term at risk as it was labeling young men. This concern was not shared by the young men themselves. The young men view mine workers at risk as those already experiencing trouble (i.e. those with alcohol and drugs problems).

7.3 Benefits of recreation

All the focus groups were able to identify vast arrays of psychological, physiological and sociological benefits of recreation. Whether the participants were actively involved or not, the importance of recreation was evident throughout their level of activity and their ability to articulate the benefits.

7.4 Activities engaged in

The front line workers perceived the young men to be involved in a variety of recreation such as football and watching television. While young men reported participation in some of these activities, they also reported extensive involvement in activities such as having sexual relationship, drinking and getting drunk.

7.5 Constraints to participation by young mine workers

There was considerable amount of agreement upon constraints that were identified by both the young men and the front line workers.

7.5.1 Financial

Lack of money to pay for some of the recreation facilities like the gym room facilities at Morupule Colliery is a constraint to participation.

7.5.2 Program structure

All groups agreed that rigid structures of some of the programs tended to act as a constraint to young men. Most of the activities across the Debswana operations are regulated and controlled. There are specific times for specific recreations, not considering that most of the young men worked shifts and the afternoon activities might not suite most of them.

7.5.3 Sport Focus

The perceived overemphasis by recreation organization on competitive sport programs was reported by all groups as a participation constraint. The young men were not interested in the highly structured and competitive nature of most sports programs.

7.5.4 Interpersonal Constraints

The lack of self-esteem, self confidence and fear of failure by the young men themselves was seen as a constraint by the front line workers, but the young men did not see these interpersonal factors as a constraint to their participation.

7.5.5 Lack of skill

What young men did identify as a constraint to their participation in recreation was their lack of skill. Whether those skills were social or physical it did not matter, they would not participate. This was also identified by the front line workers

7.5.6 Organizational Constraints

The focus groups identified a number of organizational constraints. These internal constraints often prevented the various departments who work with young men or recreation from providing the necessary services for those young men at risk. Lack of understanding of the role and benefits of recreation by management was also seen as a constraint especially by the front line workers.

8. Summary of the focus group results

All the focus groups in this study provided valuable input into this research. All participants provided unique insight. The most catching observation from the focus group results were the degree of consistency between the focus groups. The front line workers and the young mine workers consistently identified the same major issues, with few differences and contradictions. Though there was a range of definitions of the young men at risk throughout the focus groups in general there was an understanding that young men at risk were those young men who demonstrated characteristics consistent with undesirable behaviours.

Throughout the focus groups it became increasingly apparent that there is incredible potential for recreation initiatives to positively impact on the young men mine workers at risk. Recreation can help young men mine workers at risk by improving self-esteem, providing positive role models, teaching teamwork, reducing risk factors for diseases especially HIV/AIDS, providing a means of releasing work related stress and providing an opportunity for interaction in a positive way.

Some operations except for two, Morupule and Debot are currently providing recreation services directly or indirectly impacting on young men mine workers at risk. There was a general consensus that these efforts need to be better coordinated and advertised. Successful recreation needs to have young men spearheading the initiative. Programmes need to be flexible, accommodating and free, with good support from management. Programmes directed towards young men at risk should emphasize participation and not competition.

The need to approach young men at risk issues holistically was also a pervasive attitude. It was felt that recreation can provide both prevention and intervention functions for the spread of HIV/AIDS amongst young men mine workers at risk.

The need to empower young male mine workers, provide good leadership, provide increased management support, reform current programming initiatives to reflect the needs of young men mine workers at risk and continue research were highlighted as the primary issues that can help to motivate young men and possibly prevent them from misusing their leisure times.

9. Recommendations

The recommendations of this study are as follows:

1. The need to develop strategies and programmes that actively integrate young mine male workers at risk into the decision making process for the delivery of all young men oriented services especially recreations.
2. The current recreations at the mines need to be properly and regularly evaluated and modifications made accordingly and the evaluation should include attempts to establish the positive impact of recreation on the young mine male workers.
3. An increased emphasis should be placed on improving the understanding of the benefits of recreations and some of the positive behavioural changes that can occur as a result of recreations.
4. More research is needed to understand the specific recreational needs of young mine men workers at risk.
5. Further research is needed to assess the impact of recreation on various cultures, practices and believes.

10. Conclusion

It was very apparent at the start of the study that this study was a huge undertaking with an impossible task – to try to identify the impacts and the benefits of physical activity and recreation on the young mine workers at risk of being infected with HIV infection, and to catalogue and analyze the results of all the focus groups and interviews of the participants within a short period of time. This in itself was a challenge. Even with this challenge the report does in fact capture a fairly clear image of the problems that young men mine workers face, and the role that physical activity and recreation can play in their development and positive social interactions.

The overriding conclusion when comparing the issues facing young male mine workers at risk at an urban operation such as Jwaneng mine and those in rural operations, such as Morupule and Debot, is the similarity in their way of socialization and their participation in recreational activities. Both the rural and urban operations share the unfortunate problem of boredom, unsafe working environment, lack of recreational activities, use of alcohol and unsafe sex practices.

In the fight against HIV/AIDS in the workplace, it is important to pay attention to specific groups within the workforce and not necessarily the location of the operation. Young male mine workers between the ages of 18 and 45 are the most at risk group in the Debswana Diamond Company. In this paper the researcher tried to give an overview of the current debate around the vulnerability of mine workers to HIV/AIDS in Debswana. The factors that contribute to their vulnerability are diverse, complex and not fully understood. Interventions aimed at mine workers and a particular population within the work force must take into consideration their unique pressures, constraints and living and working environments in order to address their vulnerability effectively.

Rather than condemn individual behaviour, these interventions must situate sexual behaviour in its social context (Jochelson, 1991).

Young male mine workers' vulnerability to HIV infection is made higher by their patterns of behaviour, modes of socialization, peer pressure, prevailing concepts of masculinity, alcohol and drug abuse, violence and hostile environment, cultural practices and norms. Some of the masculine values discouraged men from protecting themselves from HIV infection – like the belief that an infection with an STI is a sign of boldness as well as having multiple sex partners.

The HIV/AIDS pandemic has jolted many companies into action, particularly challenging them to examine how lack of recreational activities has resulted in risky behaviour amongst their work force and the high rate of HIV infection.

The fight against the HIV/AIDS pandemic must adopt an approach that emphasizes the collective responsibility of individuals, companies as well as communities in which companies operate particularly emphasizing the role of vulnerable men in combating the pandemic.

Experiences with HIV/AIDS have shown more than any other crisis in human history that while it is relatively easy to provide health services and train people on how to cope with epidemics, the more serious and challenging issue regarding HIV /AIDS is how to change male attitudes and sexual behaviour. This requires the mobilization and involvement of men in order to deal with the pandemic now and in the future.

Proper coordination of programmes and consistency in the company HIV/AIDS programmes can help address some of the male problems and their risky behaviour. The key to provide positive attitudes to young male mine workers is the provision of better a working environment which is free of injury, better accommodation, recreational facilities which are free and flexible and a support system for those with social, alcohol, drugs and HIV/AIDS problems.

The researcher can happily conclude that the objectives of this study were met.

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12. Appendices.

12.1 Sample of questions to be discussed at grouping for front line workers. (HR department, Managers, Sport Coaches, health workers etc).

- a) What does the term young man at risk mean?
- b) What does the term recreation mean?
- c) What are the benefits of recreation?
- d) What do young men dislike with respect to recreation?
- e) What do young men want?
- f) Can recreation function as a prevention or intervention strategy of HIV infection?
- g) What are the constraints facing youth in the area of recreation?
- h) What are the constraints facing front line workers?
- i) What are the problem areas in providing recreation to young men in your company?
- j) What are your current recreation facilities in your operation?
- k) What recommendations do you have?
- l) What is recreation role in the prevention and intervention for young men at risk?
- m) What are you doing well in the area of young men –at – risk and recreation?
- n) What are you not doing well, why didn't the initiative work? What can be done to make the unsuccessful, successful?
- o) What are the needs of young men mine workers?
- p) What are the impacts of global financial crisis on HIV/AIDS programmes in Debswana?

12.2 Sample of questions discussed at the focus group meeting for young mine workers.

- a) What does the term young man at risk mean?
- b) What do you do in your free time, with whom and how often?
- c) Have you ever participated in an organized recreation programme?
- d) What attracted you in the recreation programs?
- e) If you were talking to a friend trying to convince him to take part, what would you say?

- f) What is more important in your life right now, what are your needs?
- g) What is your company doing to meet your needs?
- h) What do you think about someone being labeled at risk of HIV infection?

12.3 Sample of an interview schedule

The interviews for young mine workers focused on three themes related to mine workers and their vulnerability to HIV infections.

The themes were:

- Being a migrant mine worker
- Gender identity
- Sexual behaviour and HIV/AIDS

12.3.1 Being a migrant mine worker

Working in the mine.

1. How are the working conditions?
2. How is the safety in the mine?
3. What do you and your friends do for recreation when your shift is over?
4. What constrains to recreation are young mine workers facing?
5. What are the company's barriers to recreation?
6. What can recreation do to young mine workers?

Family.

- a) How often do you see your family?
- b) Would like your family to stay in the mining area with you?
- c) How are the living conditions in the mines?

12.3.2 Gender identity

Responsibility

1. What does it mean to be a "real men"?

2. Do you think you are a responsible man, what does responsibility mean?
3. Are people at the mine responsible, are they “real men”?

12.3.3 Sexual behaviour and HIV/AIDS

- a) Do you think you are at risk of being infected with HIV infection?
- b) Why do you think you are / not at risk of being infected with HIV infection?
- c) Have you used a condom in your most recent sexual contact?
- d) Do you trust the safety of the condoms?
- e) Do you want to know if you are infected with HIV or not?
- f) Are your colleagues at the mines always being faithful to their partners?
- g) Why is it, do you think that people are sleeping with other women in the mines?

12.4 Glossary of Terms.

Deviance; Those actions which conflict with the norms of the society.

Recreation ; All those things that a person or group chooses to do in order to make their leisure time more interesting, more enjoyable, and more personally satisfying.

Sport; A form of physical activity that involves competition.

Young men; Group of male from the ages 18 – 39 years.

Leisure; Refers to any activity that an individual chooses to do during their discretionary time.

Physical Activities; Any body movement produced by the skeletal muscles and results in a substantial increase over the resting energy expenditure.

Migrant workers; workers who have moved to the mining area and left their traditional home

At risk; these are variables that centre on socio economic factors, environmental conditions, the working environment, family interaction and behavioural problems that make young men susceptible to delinquency.