Stressors and Coping Mechanisms in Public Sector Workplaces: An Ethnographic Study of Mozambique

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Abstract

Public sector workplaces in Mozambique face unique stressors compared to private sector counterparts due to government policies, economic conditions, and societal expectations. An ethnographic study was conducted with interviews and participant observation in four public sector organizations across different sectors (education, health, administration). Data analysis involved thematic coding of qualitative data. Public sector workers reported higher levels of stress related to job security concerns and bureaucratic processes compared to private sector employees. Themes emerged around social support networks as a key coping mechanism. The study highlights the importance of addressing specific work-related stressors in public sector settings, particularly regarding procedural inefficiencies and organisational culture. Organisational leadership should prioritise streamlining bureaucratic procedures and fostering supportive workplace cultures to enhance employee well-being.

Keywords: *African geography, occupational stress, ethnography, coping strategies, cultural psychology, qualitative methods, public administration*

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