

HSRC RESEARCH OUTPUTS

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The Development of a Support Programme for Teachers Within the Context of HIV/AIDS

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Context and Background

- ❖ HIV & AIDS places enormous challenges on the education sector
 - depletes institutional and human capacity
 - impedes delivery of quality education (UNESCO, 2006)
- ❖ Projected a rapid increase in a number of teachers dying from AIDS related diseases over the next 10-15 years. (Bennell, 2003)



Context and Background cont...

- ❖ HIV/AIDS impacts on the education sector
 - 12.7% of sampled teachers were HIV+
 - 8.3% of deaths among teachers could be attributed to AIDS. (HSRC study 2005)
- ❖ Affects the morale of teachers in general
- ❖ This study – part of PhD thesis



Aims and Objectives

- ❖ Overall aim of the study
 - design and develop a support programme for teachers within the context of HIV/AIDS
- ❖ Specific objective
 - understand impact of HIV/AIDS on the experiences of teachers in schools



Research Design

- ❖ Qualitative study
- ❖ Intervention research
 - Design and development approach
 - Phase one: Problem analysis and project planning.
- ❖ WCED – EMDC Metropole South
- ❖ Representatives from 26 schools
- ❖ Methods
 - interviews (20)
 - focus groups (5)



Results

Disclosure

- Confidentiality
- Negative contributory factors
 - status in the community
 - hostile environment

Stigmatization

- Self-stigmatization leading to isolation
- Teachers exiting the profession
- Inhibit possible disclosures

Absenteeism

- Impacts on colleagues
- Impacts on children
- Extent of the problem

Policy implementation difficulties

- Curriculum & planning
- Leave policy
- Employee benefits: direct costs (medical boarding)

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Discussion

- Need for a sustained effort to deal with stigma.
- Facilitation of disclosures – conducive environment.
- Dealing with absenteeism – crucial but complex with HIV/AIDS in the picture.
- Review the teacher benefits in the context of HIV/AIDS.
- In depth look at policy implications.

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Conclusion

- The results of this phase of the study indicate a:
 - Need for a tailor made support programme to support teachers at different levels of employment to mitigate the impact of HIV/AIDS on schools, e.g. Employee Assistance Programme (EAP).

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Thank you very much.

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