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'I am nothing just zero' : exploring the experiences of black unemployed teachers in a South African rural community.

Hlahla, Makwena Julia

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APPENDICES

APPENDIX: A
INTERVIEW SCHEDULE

PART 1

Name:……

Age:……

Gender:…….

Physical address:…….

……..

……..

……..

Qualification:…….

Year obtained:……

How long have you been unemployed?

PART 2

1. At what university did you study?
2. What course did you do and why?
3. How were you supported during your studies?
   (Financially, socially)

- Who paid your fees?
- Where did you stay when studying?
- What support did you receive from your family?
- What support did you receive from your friends?

4. What were the expectations of the people who supported you?
5. What were your expectations when you graduated?(In terms of finding a job)
6. What have you done to get a job since you have graduated?
   - Have you looked for employment?
   - How did you do this? Why?

7. Describe your relationship with your family and friends now?
8. How do you think community members view you?
9. What is your present involvement in the community?
10. How do you cope with being unemployed?
11. Can you tell me anything more about your present experience?
12. Is there anything else you want to comment on?

APPENDIX: B
PARTICIPANT INFORMATION SHEET

Dear Participant

My name is Julia Hlahla and I am doing a study as part of a Masters Degree in Community Counselling Psychology at the University of the Witwatersrand. The aim of this research is to explore the psychological experiences of black unemployed graduates in South Africa.

I am asking you as an unemployed black graduate in Moletjie area to participate in this research by taking part in an individual interview. The interview is expected to take approximately forty- five minutes and will take place at your home. The interview will be tape-recorded and your comments will be transcribed from the recording. You will be given your transcript to verify, and add or delete should you so wish. Due to the face-to-face nature of the interview, your anonymity cannot be guaranteed. However, I will not disclose your name to any other person. Your responses will be treated in the strictest confidence and a pseudonym will be assigned in place of your name in the transcription of the interview. Please be advised that your participation is voluntary, and that you may withdraw your consent to participate in this study at any time.

If you choose to participate in this study, please fill in the attached informed consent forms. Should you require any further information please do not hesitate to contact me at this cell number: 0849516507.

Thank you for your time.

Signature:_____ Date: 21-February-2005

Yours Faithfully

Hlahla Julia (Masters Student)

APPENDIX: C

INFORMED CONSENT FORM FOR INTERVIEWEES

I understand the aims of the study and the procedures involved. I understand that my participation in the study is voluntary and I can withdraw anytime I want. I understand that my name will not appear on the interview schedule and it will not be used in the final report.

Any information I reveal to the researcher will be treated with confidentiality.

I agree to take part in the study, by answering questions during the interview.

If I have trouble, I will ask for the researcher's assistance.

Signature:_____ Date:_____

I (Julia Hlahla) , have explained the procedures and the aims of the study to the best of my ability. I have assured the participant that participation is voluntary and that he or she can withdraw anytime he or she wants to.

I have also guaranteed the participant that all information revealed to me will be treated with confidentiality and that his or her name will not appear on the interview schedule and will not be used in the final report.

If the participant requires my help, I will be of assistance.

Signature:_____ Date:_____

APPENDIX D:

INFORMED CONSENT FORM FOR RECORDING INTERVIEW

I understand the aims of the study and the procedures involved. I understand that my participation in the study is voluntary and I can withdraw anytime I want to.

I understand that my name will not appear on the interview schedule and it will not be used in the final report.

I understand that the recordings of the research data will be destroyed after completion of the research report.

I understand that any information I reveal to the researcher will be treated with confidentiality.

I agree to take part in the study, by answering questions during the interview.

I agree to allow the interview to be recorded by the researcher.

Signature: ----------

Date: ----------

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG
Division of the Deputy Registrar (Academic and Research)

HUMAN RESEARCH ETHICS COMMITTEE (NON-MEDICAL)
R 14/49 Hlahla

CLEARANCE CERTIFICATE **PROTOCOL NUMBER H050414**

PROJECT TITLE Exploring Experiences of Black Unemployed Graduates in South Africa

INVESTIGATORS Mrs MJ Hlahla

SCHOOL/DEPARTMENT Human & Comm Development/Graduate School

DATE CONSIDERED 05.04.05

DECISION OF COMMITTEE* APPROVED UNCONDITIONALLY

This ethical clearance is valid for 2 years and may be renewed upon application

DATE 06.09.06 **CHAIRPERSON** _____
(Professor MC Penn)

* Guidelines for written "informed consent" attached where applicable

cc Supervisor: Prof S van Zyl

DECLARATION OF INVESTIGATOR(S)

To be completed in duplicate and **one copy** returned to the Secretary, Room 100015, 10th floor, Senate House, University.

I/we fully understand the conditions under which I am/we are authorised to carry out the abovementioned research and I/we guarantee to ensure compliance with these conditions. Should any departure be contemplated from the research procedure, as approved, I/we undertake to submit a revised protocol to the Committee.

I/we agree to submit a yearly progress report.

This ethical clearance will expire on 20080909

PLEASE QUOTE THE PROTOCOL NUMBER IN ALL ENQUIRIES

Hlahla MJ

UNIVERSITY OF THE WITWATERSRAND
OFFICE OF THE DEPUTY REGISTRAR
14 NOV 2006
(ACADEMIC: RESEARCH)
JOHANNESBURG

APPENDIX: F

TRANSCRIPTION IN VERBATIM

PARTICIPANT: A

Name	:	A
Age	:	41 years
Gender	:	Male
Physical address	:	Ga- Maribana
Marital status	:	Married
No. of children	:	3
Qualifications	:	BA Degree and HED
Year obtained	:	1993
No. of years unemployed	:	11 years 3 months
No. of years studying	:	4 years

A is a qualified teacher from university of the North. He majored in English and Sepedi. A stated that he is coming from a poor family; his parents were not educated and were unemployed. He has brothers and sisters who are also not educated. From his family he is the only one who is educated because his performance at school was good starting from primary level. Due to his good academic performance his family felt that he must further his studies at University hoping that after completing his studies he will get a better job and help the family. His parents were small-scale farmers, growing crops and herding some cattle. His siblings saw him as a messiah who will rescue them from poverty. The family members are presently disappointed by his unemployment but they try by all means to give him courage and support. A is presently married and staying with his wife and children in their own house. The wife is working as a nurse and she is the one who is financially responsible in the house.

R: How long have you been unemployed?

A: **1.** 1993 until to date.

R: At what university did you study?

A: **2.** University of the North.

R: What course did you do

A: **3.** Teaching course.

R: Why did you choose a teaching course?

A: **4.** Yaaa, actually I like talking and sharing ideas with other people. Giving others knowledge and at the same time I like challenges that make me to venture around the whole world seeking information.

R: How were you supported during your studies?

A: **5.** My friends, those who completed their studies at university encouraged me to study and my mother also encouraged me.

R: How were you supported financially when you were still studying at university?

A: **6.** My father was responsible. He was paying all the fees.

R: Where is he now?

A: **7.** He past away in 1996.

R: Where were you staying while studying?

A: **8.** I was staying in a private lodging outside the university campus.

R: How much were you paying at the private accommodation?

A: **9.** I was paying R65, 00 per month.

R: Why did you choose to stay outside campus?

A: **10.** Because my father was struggling to pay for my fees. He was not working. In order for him to pay my fees he had to sell some of his cattle and the crops. So, it was really difficult for him to pay.

R: So you decided to stay outside campus because your father could not afford to pay all the fees needed for campus accommodation.

A: **11.** Yes.

R: What support did you receive from your other family members?

A: **12.** All my brothers were married and they did not have enough money, but they tried their

best. They used to give me little money, which I used to buy food.

R: When you were still at university were you married?

A: **13.** Not yet married.

R: So when did you get married?

A: **14.** After graduating.

R: What support did you receive from your friends?

A: **15.** I have a friend who stays in Johannesburg. He is very much supportive. He visits me, sometimes he calls me to his place to look for a job that side. He even gives me money to come back home.

R: So he is very much supportive. What about other friends who are staying here?

A: **16.** They are also supportive, they visit me and I also visit them. They are open to me. We also discuss and share our difficulties.

R: What were the expectations of the people, who supported you like your father and brothers?

A: **17.** They expected me to be a teacher and help them were possible. They knew that I obtained high marks when I was doing matric. Even during my primary school I was very much intelligent. They were sure that I would make it.

R: What were your expectations when you graduated?

A: **18.** I was hoping to get a job and after getting a job I was thinking of making money so that I can go abroad to further my studies.

R: So you were hoping to get a job, but unfortunately you did not get it.

A: **19.** Yes.

R: In terms of finding a job what did you do?

A: **20.** I applied. When I hear a vacant teaching post over the radio or from the newspaper, I always apply. I also travelled to other places submitting applications for jobs personally.

R: So you tried you best to look for a job?

A: **21.** I am still trying my best. I applied for the post (teaching) and I also looked for other jobs at factories and companies. I also did door to door marketing at factories. I tried my best, even this house; I made the bricks myself. I did not buy any brick. I also do painting. I have painted this house. I have built even part of this house. The other part I hired people to help me

R: Can you describe your relationship with your family now?

A: **22.** Yaaah …, my relationship with my wife is not so good. She is working and I am not working. I try to be a man. Things are just not like before.

R: How is your relationship with your friends now?

A: **23.** My friends are supportive and encouraging. When they hear that there is a post somewhere they phone me and they also help me financially at times.

R: How is our relationship with your children?

A: **24.** They are all right.

R: How do you think community member's view you as an unemployed graduate?

A: **25.** Some others know my strength but others still do not understand me. Others will love and support you while others will talk bad things about you. I think this is always the case. People won't love or support you all.

R: Do you think community members still respect you as a man?

A: **26.** Yes, they still respect me as a man.

R: Oh … you still feel that you are respected within the community?

A: **27.** Yes, but there are still others who will gossip about you.

R: Do you think there is anything that the community is doing to help you as an unemployed graduate?

A: **28.** The community is disintegrated, as a result there are no forms of support in the community designed to help people like me.

R: What are community perceptions about education? Do you think your status of being unemployed can change people's perceptions about education?

A: **29.** In rural areas even those who are educated they do not have support. They will not ask you as whether you got a job or not. People are jealous more especially in rural areas. Educated people do not even discuss educational issued with us.

R: Do you feel discriminated by other people in the society e.g. educated people?

A: **30.** Yes, I remember one day I ask one of my neighbours who is a teacher about OBE. She said she does not understand it. I was surprised because she is a teacher and they are offering it at school. I even ask her how do your offer it at school. She just says is confusing. You know, I was just surprised.

R: What is your present involvement in the community?

A: **31.** I am a member of the club ten burial society, I am the chairperson of the society and secretary of the community police forum.

R: How do you cope with unemployment?

A: **32.** Since she is the only one who is working, when she is having financial difficulties I also become too stressed and frustrated because I do not know how I can help her. One of my biggest problems is the financial problem. I really don't know how to solve that one. All this affects our sexual relationship.

R: So, your unemployment situation also affects your sexual relationship?

A: **33.** Yes, it affects it too much.

R: How do you deal with this stress that you are experiencing?

A: **34.** I try by all means to take my mind away from all this problems. People like you are lucky because I like talking to people more especially when I am stressed. I also like reading books and stories about stress and stress management. I think that meeting other unemployed teachers will help because we will talk about the problems and challenges that we are experiencing as we are in the same boat of unemployment.

R: So one of your coping mechanisms is reading and talking to other people?

A: **35.** Yes, I find myself far much better after talking.

R: Is there anything you would like to tell me about your present experiences, maybe something that you know, experienced or observed as an unemployed graduate?

A: **36.** I realized that being unemployed is difficult because other people will not understand your situation. Even if you are not working, there are things that you wont like hearing. My wife used to tell me that I am nothing. It is very much hurting to be told that you are nothing.

R: Hmm ….

A: **37.** It is very much hurting, in fact I am still hurt. When I think about it that I am nothing, zero just zero. It is painful.

R: I can see that it hurts you so much.

A: **38.** I am zero, nothing. That one hurts me so much and I am still worried. It is difficult for me to forget it.

R: Hmm …

A: **39.** But I realized that you must not tell yourself that you are nothing. Do not judge a

person and think that you are better. It does not mean that when I am drunk, I am a fool. I still know and understand what I am saying or doing.

R: Do you think that unemployment increased your drinking behaviour?

A: **40.** Aaah, not so, but even when I am sober, when I talk she will just say I am talking nonsense.

R: Hmm …

A: **41.** But I have learned that my wife is also affected by my unemployment.

R: Is there anything that you want to comment on?

A: **42.** I don't know how to ask this. What can I do to forget this thing that I am nothing. I tried to forget it but it does not go away?

R: So, it keeps coming back and it is hurting.

A: **43.** I feel that this woman does not respect me and does not care about me. If she respects me, how can she talk to me like that, her husband?

R: I can really imagine what you are going through.

A: **44.** Sometimes I feel that she is having an affair maybe at work. There is someone important and better in her life because I am nothing.

R: Hmm …

A: **45.** I don't know, at times I try to put myself I her shoes. Yes I understand that she is the only one who is working and she is financially responsible in the house. But, this thing that I am nothing worries me. Eish …., sometimes I think that her friends at work are giving her pressure that how can she work for a man.

R: I can see that it is really hard for you.

A: **46.** I don't even trust her anymore; I also told her that she could kill me because she does not see any value in me. When coming to month end she is worse. She will start complaining saying that things are difficult for her and she does not afford because there are so many things that she must pay, e.g. accounts and still buy food.

R: It seems as if all this things frustrates you more?

A: **47.** When she starts complaining I just go out. At times she will insult me saying that I am not looking for a job.

R: So, she feels that you are not doing your best to get a job.

A: **48.** Eish, it is hard. Sometimes I just go to town and spend the whole day in the park and come home in the evening. When I come back she will ask me if I got a job and when I say no, she will start with her insults.

R: Hmm.

A: **49.** It is so frustrating to stay with someone who is not understanding and impatient. Sometimes you do not know what you must do in order to please her.

R: So you become frustrated?

A: **50.** She is a nurse, she works during the night sometimes. We do not have someone who is helping us in the house. I do all the house chores, everything in the house. In the morning I wake up and bath the little one and take her to crèche. But still she does not appreciate my efforts. She does nothing when she comes back from work. She finds super ready every time and just eat but still, to her it looks as if am doing nothing. I understand her situation that she is financially struggling. I know that she is doing everything in the house and also for our children.

51. Our first born (daughter) is at Technikon this year and she is her responsibility. This make me feel inferior as a man. Yes, I know it is hard for her and I wish I would help her financially, but I can't right now as I am in a situation I can't control.

R: I can see that you really need someone who can understand and appreciated your efforts.

A: **52.** Sometimes I just go out for a drink at the shebeen. When I am there, I feel like not coming back home. At times I stay in the shebeen until it is late in the night. Because I feel that if it is late she will insult me and I will fall asleep quickly because it is already late in the night.

R: How does your home environment affect your self-esteem?

A: **53.** At times I feel that I am nothing like she used to say because as a man I am unable to fulfill what I am supposed to do due to unemployment.

R: I can see that it is really hard for you and touchy too, when you think that you are unable to help your wife financially because you are not working.

A: **54.** But anyway, she is not all-bad. There are days whereby she is in a good mood and she will talk nicely to me. I am trying by all means to forgive her even though it is quite difficult

to forget some of her words that are so hurting and painful.

R: We are now at the end of this interview. I just want to take this time to thank you very much for agreeing to be my participant and for the information and experiences that you shared.

A: **55.** You are welcome.

PARTICIPANT: B

Name	:	B
Age	:	35 years
Gender	:	Female
Physical address	:	Dikgale village
Marital status	:	Married
No. of children	:	2
Qualifications	:	Teachers' Diploma (SPTD)
Year obtained	:	1994
Institution	:	Sekgosese College of Education
No of years studying	:	3 years
No of years unemployed	:	10 years 3 months

B is a qualified teacher from Sekgosese College of Education. She is having a Senior Primary Teachers' Diploma, majoring in Sepedi, English, Afrikaans, Geography and History. She is coming from an average family background. Her father was educated and was working as a School Principal. Her mother was not educated but she realized the value of education when she was in the adulthood stage. B's mother started schooling when she was married and having her own kids. She studied up to Std. 8 and unfortunately due to some family commitments she could not continue with her studies. B is coming from the family of four children. Her eldest sister is politically minded. Her second sister is working as a qualified teacher and her brother, is a soldier. B described her family as a supportive family, which loves education. B's father passed away when B was still at Primary level. Her father's death affected her mother's health. B pointed out that after her father's death her mother started to suffer from heart problems. B also said that her parents wanted them to live a better life and have better jobs and as a result they wanted them to be educated and they did their best to educate them.

R: How long have you been unemployed?

B: **1.** From 1994, I don't know exactly how many years. Let me count, it is 1995, 1996, 1997, 1998, 1999, 2000, 2001 2002, 2003. In 2004 I got a job at Dunns Clothing store and I am presently working there as a cashier. Coming to your question I can say that I have been unemployed as a teacher for 10 years 3 months.

R: You said you are presently working at Dunns Clothing store as a cashier. How do you feel working as a cashier while you are a qualified teacher?

B: **2.** (Smiles) For me its ok, I can say that I enjoy working there and I feel it is a right place for me. I did not like teaching at all, I wanted to be a social worker, but my parents wanted me to be a teacher, more especially my mother because my father died when I was doing Std. 4. My father was a school principal and my mother was not educated at all but she went to school when I was doing Std1.

3. She studied until she completed St. 8 but she could not go further due to some reasons that were beyond her control. My mother wished to be a teacher with her whole heart and when she realized that her dream of becoming a teacher is doomed then she was so disappointed. When I passed my Std. 10 she said I must go for a teaching diploma. By that time she was not physically healthy. She was suffering from heart problems. Realizing that her health is not in good conditions I decided to go for teaching just to satisfy her.

R: What do you think motivated your mother to want you to be a teacher?

B: **4.** As I said earlier on that she always wanted to be a teacher. I can say that her wish to be a teacher was a huge driving force that motivated her and the fact that during those years when I was a student teacher it was easier for people to get teaching jobs and the fact that in most cases when you are a teacher you work near to your home. It was also a common believe within our societies that teaching is good for women because it has a lot of holidays and teachers knock off earlier than other employees from other professions.

R: What was like studying for three years for something that was not in your blood?

B: **5.** I am a hard worker myself. Even though I felt that teaching is not for me I just worked very hard because I did not want to disappoint my mother. One thing that encouraged and motivated me is the fact that I was working during Saturdays at Beige Clothing Store. At least I still had an opportunity to do what I like.

R: Did your mother know that you are working on Saturdays at Beige and if she knew what her

reaction towards that was?

B: **6.** Yes, she knew that I am just working for fun there. I never told her that I do not love teaching; in fact I did not tell anyone even my close friend. Because I was scared that they might tell her and this may affect her health very much.

R: It must have been hard for you to hold that within you and not share it with anyone else.

B: **7.** Anyway, I knew that one day I would do what I love in life.

R: Have you tried to get a job as a teacher since you graduated?

B: **8.** Yes, I tried to look for a job for all those years but I was unsuccessful. I just wanted to work as a teacher for some few years just to make my mom happy to see me as a teacher. But it never happened until she passed away end of last year.

R: What support did you receive from your family members e.g. your brothers and sisters?

B: **9.** They were very much supportive financially, morally and socially. They were there for me when things were not going well in my studies. I remember I supplemented geography during my final year and they were there for me giving me courage and motivation that I will make it. My elder sister is a teacher and she also helped me academically were I was experiencing problems.

R: How is your family affected by your unemployment status more especially after they tried their best to see to it that you get education?

B: **10.** I am not alone in this situation. There are a lot of unemployed teachers in this village and in the neighbouring villages. I think that is also what is comforting them. Being an unemployed teacher is nobody's fault but it is a situation that we as (unemployed teachers) have no control over.

R: What do you think might be a reason behind this higher rate of unemployed teacher because when you look at teaching as a profession it is important and looks to be in demand?

B: **11.** I think that one of the contributing factors is the courses that people have chosen. You find that most people during their studies have chosen same courses usually those that are not difficult like Sepedi, History and Biblical Studies and as a result there are so many graduates majoring in same subjects while commercial and science subjects are in minority. One thing that I learned during all the ten years of unemployment is that teachers who have done science and commercial subjects do not suffer that much in terms of finding a job. Even if they cannot find permanent jobs, they do get some temporary jobs more often.

R: What was your main expectation after you graduated as a teacher?

B: **12.** Like any other person, I was also expecting to get a job as a teacher and work even though I did not intent working as a teacher for many years. I was thinking that I could work as a teacher for a period of 10 years then after resign and do something different, in fact I was thinking of going back to university and further my studies as a social worker.

R: Your mother is not much educated, what might be her view of education?

B: **13.** My mother used to say that education is a key to success; she believed that if one is educated, more especially if you have a diploma or a degree you will get a better job and live a better life. Again education is more valued in our communities and people who are educated earn a particular status and respect from the community, their family members are also respected in the community just because one in the family for example is a teacher or a nurse. In our community people do believe that if you are having a diploma or a degree everything is possible, you know everything and you can do anything.

R: How do you think community members view you now as an unemployed teacher?

B: **14.** Things have changed now, and people's thinking, attitude and responses towards education have changed more especially those who are not educated and in our communities most people are not educated and they do not understand some of the changes that are taking place. Some of the community members see education as a fruitless exercise and waste of money that is not there. They also say so and point to us as examples. Some of the youth are also thinking in the same direction. Teaching is worse.

15. They do not talk it good and they talk straight that they will never allow their children to follow the profession as it is useless and sometimes this worries me because I believe that even though presently teachers are quite struggling to get jobs, it does not mean that South Africa does not need teachers in the near future. Some of the coming generation might love to be teachers, but what is happening now in as far as teachers are concerned, I am afraid their parents are likely not to allow or encourage them to be teachers. Currently I can say that other people still respect us as educated people but others do not and they talk badly about us sometimes their negative remarks and criticism will hurt you and make you feel small. I remember remarks that I usually receive from my colleagues at Dunns.

16. They are so hurting that sometimes I get sick and tired of them. Sometimes I even think

of resigning because you will feel that you won't stand for them anymore. Some will just say that what is the difference between someone who has a teacher's diploma and someone who had just passed Std. 5 because all of you are working in the same place doing the same job and getting the same salary. While you are still listening to those remarks, then comes a teacher who is working maybe she has been in the same class with you and she will also pass comments that will hurt you. Some working teachers ask, 'How can you, with a diploma work in a clothing shop? What is wrong with you?'

17. Some of them just look down on you and others won't even want to associate themselves with you because they feel that you are of a low class because you are not working as a teacher. What I can say is that sometimes we get a lot of stress from other community members; they say that we did not try our best to look for a job while others say that our performance at college was not good and that is why we cannot get a jobs. People are just saying what they want to say irrespective of whether what they say will hurt us emotionally or not.

R: How do you cope with stress?

B: **18.** When I feel that it is too much for me at work I just call up a meeting and in the meeting I will talk about their behaviour and I feel better after talking. Sometimes I just sing to avoid other things. I am also a person who likes jokes very much. When I see that the situation is no longer healthy I just crack jokes and they will laugh at the jokes and the situation becomes better and I also feel better emotionally. Accepting my situation also helps me a lot. On the other hand the fact that I am working also contribute as a stress reliever because there is something that I am doing and I enjoy it.

R: How is your relationship with your friends now?

B: **19.** There are those who are supportive and those who neglect us just because we are not working. Some of my friends form college neglected and avoid me just because I am not working as a teacher. Some of them think that we will be a financial burden to them. But at any rate unemployed teachers are supportive and very much helpful. If they hear a vacant teaching post they will tell us and sometimes as unemployed friends we help each other financially if there is a serious financial crisis amongst us.

R: Are there any programs or project in the community that are designed for you as unemployed teachers?

B: **20.** There are no projects or programs planned or initiated by community members. Most of unemployed teachers are just at home doing nothing others like myself are working other kinds of jobs just to keep them busy.

R: Have you and other unemployed teachers in this community formed a group or organisation that will maybe look and try to address your needs and frustrations as unemployed teachers?

B: **21.** No, there is nothing like that now. Most of us are presently suffering in silence.

R: Have you attended interview for teaching post or were you never shortlisted?

B: **22.** I attended a number of interviews and in some of the interviews I performed well but not smart to be hired as a teacher.

R: What is your present involvement in the community?

B: **23.** I am selling medicines to sick people in the community. One of my selling strategy or method is door to door and this gave me an opportunity to get in connection with community members and in most cases be of help to them. I am able to identify people who are HIV-positive and those who are now in the AIDS ill stage and are bed ridden. I work with HIV positive people help them by organising home based care organisation to come and help them at their homes because in some cases other patients are staying alone without anyone of the family members helping them.

R: What is your perception towards education now?

B: **24.** To me education is a way to a better life. I still value education. It does not mean that if I am not working as a teacher, the education that I received do not benefit me. My level of education shaped me; it shaped my thinking, behaviour and approach. It also helps me to cope in difficult situation and reason objectively. As an unemployed teacher for a period of 10 years, there are things that you learned, observed and experienced during all those unemployed years.

R: Can you share with me some of your experiences and observations?

B: **25.** There are many things that you learn more especially when you are not working. In the first place I can say that one's self-esteem deteriorates as years and years pass by without been employed. You start to feel small and also doubt yourself. Sometimes I use to feel that maybe I am not doing well in the interviews. At times you blame yourself for not finding a job. I also realized that my unemployment brought me closer to God. When things are tough and difficult I pray and prayer also kept me going. One thing that I learned

is that one needs to be strong for and have hope that things will change one day.

26. If you want better things you must work hard and be focused. Take whatever comes your way and make the best out of it. I learned that sitting at home and crying won't help you in anyway or either changes your situation. Stand up and face the world, be strong, think positively. If you get a lousy job do it to the best of your abilities and you will get a better reward in the future. I started at Dunns store as a cleaner with a degree. Now I am a cashier and I am slowly but surely succeeding in changing my career. They have offered me a bursary, just free bursary to study with Unisa. I am presently doing retailing and Management course at Unisa free of charge. That is why I am saying that even if you get a lousy job do not say I am a teacher, by profession and I cannot do that job. Small things will lead you to bigger things in the future.

R: When did you get married?

B: **27.** I got married after I completed my diploma. By the time I was married I was not working.

R: Is your husband also a teacher?

B: **28.** No, he is not that much educated. He has Matric Certificate only and is working at Toyota garage as a labourer.

R: How is your relationship with your husband now?

B: **29.** He is very much supportive, caring and encouraging. He was there for me all the years playing the role of a breadwinner in the family and he never complained or changes his attitude or behaviour towards me. In fact he is one of my stress reliever because in most cases when I feel more stressed and frustrated about my situation he gives me courage and a shoulder to cry on. I talk with him and share some of my frustrations with him.

R: Is the anything that you want to comment on?

B: **30.** There is something that I learned and I would like to comment about. In our black communities majority of people seems to be following the same profession and I think this also lead to high rate of unemployment because most people are having same qualifications in the same area. I think maybe people need to be exposed and be taught about different professions so that they can have a wide, scope when they are making choices and decisions about their future. I am saying this because I also experienced it

myself. Lack of knowledge about different courses and professions also contribute to situations like this.

R: We are now at the end of this interview. Let me take this opportunity to say thank you very much for sharing with me your experiences as an unemployed teacher. It has been a great honour for me to be given this opportunity. Thank you very much.

B: **31.** You are welcome. Let me say that this interview also gave me an opportunity to talk about things that I normally do not share.

PARTICIPANT: C

Name	:	C
Age	:	35 years
Gender	:	Male
Physical address	:	Moletjie Moshate
Marital state	:	Single
Qualifications	:	Senior Teachers Diploma (STD)
Year obtained	:	1994
Institution	:	Bochum College of Education
No of years studying	:	3 years
No of years unemployed	:	10 years 3 months

C is a qualified teacher from Bochum College of Education. His major subjects are Sepedi, English, Afrikaans, History and Geography. C is coming from a poor family. His parents are not educated and they are illiterate. His father was working as a labourer in Gauteng Province and his mother was not working, she is a housewife. He has three sisters and two younger brothers. All his sisters are married and they are staying in their own houses but they are not educated. They have primary education only. He is the first one in his family to qualify as a teacher. His younger brother is also a teacher and he did not struggle to get a job. He is presently working in the nearby high school as a science teacher. His youngest brother is still at school doing grade 12. C said that his father passed away in 2002. He strongly believes that his state of unemployment might have contributed to his father's death because he was not happy about his unemployed situation.

R: How long have you been unemployed?

C: **1.** I have been unemployed for 10 years 3 months. I never worked as a teacher since I graduated in 1994. I have been trying to get a job but everything I did never worked. The first year I thought maybe the following year things will be

better until 10 years pass by. Unemployment is frustrating more especially if you are a man. It is hard for me.

2. I am smoking cigarette and drinking beers and when I go out for a drink people often tease me by saying come on, I will buy you a drink because you are not working. In most cases, I find myself in a situation that I do not even have one (1) cent to buy cigarette. I end up avoiding social situation and staying in doors. It is really hard if you are unemployed. I am 35 years old and my mother still supports me financially with her old age grant. This is embarrassing

R: You have done a teaching course. Why did you choose teaching in particular?

C: **3.** I like helping people and sharing knowledge that I have with others. I realized that teaching will give me an opportunity to be in contact with children and young adult and as the result I will have an opportunity to help shaping their minds and grooming them to be better adults in future. I was also motivated to follow a teaching profession because of good salary good and many holidays. I was also looking at the fact that in most cases, teachers were not struggling to get jobs. In fact, in the olden days teachers were not even looking for jobs, instead jobs were looking for them. I thought that things wouldn't change up to this level that is why I chose teaching. But now if you can ask me to choose, I will never choose teaching because I see that you can actually die with hunger while you are having a diploma.

R: What is your feeling now about teaching as a profession?

C: **4.** Hey … I am disappointed, seriously disappointed. I still love it, but if I were to advise a person in choosing profession, I won't encourage anyone to go for teaching. Teaching nowadays is just bad news and frustrating. There are hundreds of teachers who are not working. If you want to see unemployed teachers go in the furniture shops in town. Most of them are working there. Unemployed teachers are many. At time by just looking at the masses of unemployed teachers, I become discouraged that I will ever get a post.

R: Do you have any additional qualification beside the teaching diploma?

C: **5.** No. I have teacher's diploma only. You know what; I get discouraged to go on studying, because my three years of studying is not benefiting me in anyway. Maybe if I can get a job as a teacher I might be motivated to further my studies.

R: How were you supported financially during your studying period?

C: **6.** My father was paying all the college fees. I was not staying in campus. I was renting a tin house outside campus and I was sharing it with someone. We were paying a small amount of money. Each of us was paying R30.00 per month. I also co-owed hair salon with my friend and the money I get from the salon was also helping me to buy textbooks and other things that were needed at school.

R: So, where is the salon now?

C: **7.** It stopped functioning long ago, in 1995, because my friend thought that after completing my diploma I will get a job and help him financially to run the hair salon. When he realizes that I do not succeed in getting a job, he withdrew his financial assistance and the salon was closed to shortage of finances.

R: What kind of support did you receive from your brothers and sisters?

C: **8.** I can say they are supportive. More especially my sister in-law. She is so understanding and very much encouraging and motivating. Maybe it is because she is also an unemployed teacher. Presently she and I are selling ladies handbags, straw-heads and wallets. The business keeps us busy. I have learned that if you are not working, other members of the family do not treat you like a man or an adult person. Something I have learned is that there are major decisions that are taken by members of the family without informing me.

9. I just see things happening. I feel that I am not informed because they know that I am not going to assist financially. This is very much hurting and painful. You will feel that are you are treated like a baby just because you do not have financial powers. That thing is very much hurting. It does not mean that if I do not have financial powers, I won't have good ideas and be of help. I don't know. Sometimes people tend to undermine you just because you do not have money.

R: How is your relationship with your friends?

C: **10.** I can say that friends are unique and their thinking and behaviour are also unique. Some of my friends have not change. We are still good friends and

supporting each other but others have changed. They no longer care about me. I learned to accept things as they come in order to save myself from a lot of stress. I remember one friend of mine is a qualified teacher and was also unemployed for some years. During the unemployed years. We were good friends, visiting each other and giving each other support. He got a teaching post in 2003. Presently as I am talking to you, he is a changed person. It seems as if we were never friends and we do not know each other.

R: What were the expectations of the people who supported you when you were still a student teacher?

C: **11.**Their main expectation was that I must complete my course, and work as a teacher. Family members were expecting that I will get a better job and be in a better position to help them financially. In my culture, they expect a son to do certain things for his family before he can start his own things. They expected me to help educating my younger brothers and also build a nice house for my mother. My friend, the one I co-owed a hair salon with, expected me to work and help in growing our business. My girlfriend on the other hand was expecting to live a luxurious life.

R: How is your relationship with your girlfriends now?

C: **12.** The relationship is fine. She respects me and I think she has accepted the situation as it is. She is not educated and she sometimes works as a domestic worker and helps me financially where she can. I appreciate her efforts and support.

R: What were your expectations when you graduated?

C: **13.** My main expectation was to find a job as a teacher and work. I was expecting that as a teacher, I would be able to change other people's lives in a positive way. I was also aiming to help my family members financially. I was also expecting that at this age I would be having my own family. Now I am 35 years old, not married and not working. I even do not know when I am going to get married. Guys of my age are married. This is also frustrating and embarrassing.

R: Which strategy have you used to get a job?

C: **14.** Listening to the radio is one of the marketing strategies I used because most teaching posts are advertised over the radio. Some posts are also advertised in the Sunday-times. Every Sunday, I buy a newspaper, and look for the posts. I visited some schools personally and ask for a job. In fact I am still trying hard to search for a job. At the same time attending interviews is stressing. There are many interviews that I have attended but I never succeeded even once. Nepotism at schools is very rife. Some schools use "the principle of son of the soil" to employ. People who are staying in that village are given first preference, even if the person did not perform well in the interview but just because he is son of the soil, he will get a job.

R: How do you think community members' view you as an unemployed teacher?

C: **15.** Personally, I feel that community members are also affected by high unemployment rate of teachers because there are quiet a number of unemployed teachers in my community. They do not know how they can help. You just see that most people feel sorry for you and some of them even pray for us and wish us good luck when we go for interviews. Although there are those who would look down at you and also blame you for not working. Some of them spread rumours that we did not pass well at college that is why we are not employed. But generally, I can say people in my community feel sorry for educated people who are not working because they know that they have used their last monies to pay college fees.

R: Do you think you unemployment might change their view of education?

C: **16.** Some of the people think that it is useless to be educated. They see investing in education as a waste of time and money. Others openly say that taking your child to university is waste of money, rather help your child to start a business. To some extent, I can say that people's perception about education more especially towards teaching has changed. Even those who are educated do not want their children to follow a teaching career. They see teaching as a useless job and some also see teachers as people with low status and as a result they no longer respect teachers anymore.

R: What do you think might be the reason behind this high rate of unemployed teachers?

C**:** **17.** During the apartheid era, it was not difficult to get a job as a teacher. I think the reason is that they were looking at the number of school that were available and make sure that they do not train more teachers. There was always a correlation between number of teachers in training and number of schools. Things changed during the democratic era. Colleges of education were just training unlimited number of teachers and there were many teachers colleges and people were just flocking for teaching because it was easily accessible and the fees were affordable. Even those who did not like teaching went for it.

R: Earlier on, you said that being an unemployed teacher is stressing and frustrating. How do you cope with unemployment?

C: **18.** Participating in the community projects helped me to cope. I am busy with community projects. I participated in a peace project; its main focus was to build a pre-school in the community. I served in that peace project committee as the secretary of the project. I also participated in the village bank project. The village bank project was more concerned about raising and managing community funds. During my service in the village bank project I attended auditing courses and I learned a lot about management of finances and asking for donations.

19. I also took part in the home teams helping youth in soccer, working as a coach for community soccer teams. Being actively involved in the community reduced my stress level. During my community participation I realized that I am adding value to the whole community. In fact I can say that my contributions in the community were positively welcomed and appreciated by many people. Positive feedback from people gave me courage and hope in life. Being in the company of other people also helped me a lot. The fact that I also accepted my situation helped me a lot.

R: How do you as an unemployed teacher now view education?

C: **20.**To me, education is a way to a prosperous life. If you are educated your thinking becomes shaped and open and you are able to see opportunities where

other people see snakes. In most cases educated people do not dwell much on the past they are able to deal with things and move on. To some extent being educated also lead to emotional maturity. Educated people take responsibility of their actions and they normally act rationally and objectively. What I can say is that people must try to follow other professions and also do different courses. Because flocking for one profession leads to lack of resources in that profession and this lead to conflict between people.

R: Can you tell me anything more about your present experience as an unemployed teacher?

C: **21.** Being an unemployed teacher is hard. Sometimes you become hard on yourself ad also blame yourself. During the process of being unemployed you loose your confidence and self-esteem. Some people in the community also disrespect you and treat you like dirt. At other times, you feel that your own family is also neglecting you, you also feel that they are tired of supporting you financially. More often, I experience feelings of helplessness and emptiness. Some of educated people, for example, teachers who are working look down at you, people you think are the ones who are more understanding turn their back on you and do not want to relate or mix with you. They do not even care about what you are doing. They just neglect and avoid you.

R: We are now approaching the end of this session, is there anything you want to comment on?

C: **22.** It is very much difficult and heart breaking to be an unemployed teacher. We are also denied the opportunities at our nearby school to be volunteers. Maybe they think that if you are a volunteer, you will bring problems to school. Right now I feel I have stayed at home for a long time and even if I can get a post tomorrow as a teacher, I won't know where to start in fact the post can frustrate me. I also feel that unemployed teachers must be encouraged to work as volunteers so that they can remain in touch with educational affairs and this will also boost their self-esteem.

PARTICIPANT: D

Name	:	D
Age	:	34 years
Gender	:	Male
Physical address	:	Ga-sechaba
Marital status	:	Single
No. of children	:	None
Qualifications	:	BA Degree and HED
Year obtained	:	1998
Institution	:	University of the north
No. of years studying	:	4 years

No of years unemployed: 6 years 3 months

D is a qualified teacher from university of the north. He has a BA degree and HED. D stated that he is coming from a poor family background. His mother was never married. D indicated that he has four siblings and all of them are still schooling. D said that he is the only one in his family who received tertiary education. D stated that he had TEFSA loan during his studying years. He further stated that relatives were also assisting him financially.

R: How long have you been unemployed?

D: **1.** I have been unemployed for six years three months now. I never even worked as a temporary teacher. For the past three years, I was not even having courage to seriously look for the job. I felt hopeless and discouraged because I never thought that I can even spend a year without being employed**.** Six years of unemployment is something that I never thought of. It actually took me by surprise. I started to have a little bit of energy to looking for a job last year. I attended one interview last year and I was unsuccessful.

R: Why did you choose teaching career?

D: **2.** I loved teaching with all my heart. To me teaching was a call from God. I never hesitated or have doubts when I receive an acceptance letter from the university of the North that I am

accepted as a student. I always looked forward for the best and I never imagined myself as an unemployed teacher. I used to imagine myself as a teacher before I qualified as a teacher. Imaging myself standing in front of a class and teaching them. Now I am disappointed.

R: What courses did you do?

D: **3.** I majored in English and Afrikaans.

R: How were you supported during your studies?

D: **4.** TEFSA was responsible for my fees and some of my relatives were just helping me here and there with money to buy books. Actually I can say that I struggled to make ends meet during my studying period. Sometimes I went to school without food. My love for teaching motivated me to go on even during difficult times.

R: Can you describe your family, what kind of people your parents are?

D: **5.** My mother was never married. She is a single parent with 5 children to feed and she is not educated. She was working as a domestic worker in town and during weekends she was working in the fields. It was hard for her to support us. But she wanted us to be educated. She used to say that with education everything is possible. She tried by all means to help me get education more especially because I was the first born, and a boy. She pinned her hope on me thinking that after finishing my studies I will get a job and help her to raise other children, my younger sisters and brothers.

R: Where did you stay when you were studying?

D: **6.** I stayed outside campus. I was renting a room there and paying R50, 00 per month. Accommodation inside campus was expensive and I was not going to afford the fees. Staying outside campus was a better option for me. Even though it has its own difficulties for example, I was not having access to the library during the night, and there was no electricity were I was staying. It was hard during those years but I kept my focus on the books believing that perseverance is the mother of success. But right now I feel that I persevered for nothing, absolute nothing.

7. I am still struggling. The fact that I am not working tortures me day in and day out. Right now I am of no help to my family; I can't even afford to put food on the table. I feel that all my mother's monies have gone down the drain. Just imagine how painful it is to spend your last money on educating your child for 4 years hoping that he will work and help you back.

But only to find that everything was a waste when he completes and sits at home with the qualifications. It is heartbreaking.

R: What kind of support did you receive from your friends during your studying period?

D: **8.** I had two types of friends and I used to classify them as real friends and bad friends. Bad friends were those according to me who wanted me to spend too much time outside my vision and goals and real friends encouraged me to work hard and motivated me when I was feeling down. I can say that friends were also supportive and you learn other things from them. Even bad friend their negative criticism also motivated me to work hard. Some of them were even saying that I am just wasting my precious time studying because I am not going to get a job.

9. They even quoted some of the people who have graduated and qualified as teachers but not working. Like I said even the negative criticism motivated me to go further and study hard. I am strongly disappointed now because some of what others said is going to happen is happening right now. They (bad friends) are now laughing at me saying that they warned me but I did not listen.

R: What were your expectations when you graduated?

D: **10.** I saw myself as a teacher, waking up early in the morning going to school. Helping my family and living a better life. Driving nice car and staying in a nice house. I had dreams, nice dreams. My expectations were higher. It is still difficult for me to accept that this is actually my seventh year of nothing else but stress. Waking up in the morning not having a plan for the day, spending the whole day sitting in front of the TV the whole day is frustrating. People feeling sorry for you everyday. Oh, it is difficult. There are times when I felt that I would go mad.

R: Have you tried to get a job and how?

D: **11.** I applied for posts if I heard about them. I also tried to look for other jobs besides teaching post for example at different factories and companies. Sometimes I looked for jobs in the supermarket, clothing stores and furniture shops.

R: How is your relationship with your family now?

D: **12.** It is good. Even though they also had big expectations like me, they are trying to come to terms with the present situation. They are having hopes that one-day things will be better and I will get a job. But one thing for sure my unemployment state affected everyone in the

family negatively. Unemployment has a huge emotional impact on everyone in the family including young children. They always say that if you were working you would be doing this and that.

R: Are you married?

D: **13.** Not yet married but I am presently having a stable relationship.

R: Do you think your state of unemployment has an effect on your relationship?

D: **14.** Eish, what can I say. She looks fine and supportive even though at times she also get stressed by the fact that I am not working. She is working as a social worker. She is also trying to help me financially. But you know ladies, sometimes she just gets impatient and this also adds more stress on me.

R: How do you normally cope with stress that you experience due to the fact that you are not employed?

D: **15.** It is hard for me, sometimes I feel that I am a failure in life. Feelings of embarrassment are also there more especially when you meet with former students from university who have seen you for a long time. The first question is, are you working? This question is frustrating. Others will ask you as whether you have tried to look for a job. There are times that I feel I don't want to meet other people. Some of them feel shame for you. Eh, anyway it is part of life. Going to church helps me to cope with the stress. My participation in the church as a Sunday school teacher helps me to forget about my problems for a while. I am also selling some sport clothes, T-shirt and tekkies. This keeps me busy. Talking with other people also helps.

R: How do you think community members view you?

D: **16.** People are different and they pass different remarks. Some of the comments from the community will reduce you self-esteem. Sometimes you will think that you are nothing, useless. Generally speaking I can say community members are not supportive. They think that we have just wasted money by going to college. Some of them shamelessly tell us that other people are working and say that we don't want to work and we are lazy and we enjoy spending most of our time sleeping. But there are those few that are supportive and trying to help us find jobs.

R: Do you think community member's perception about education might be negatively changed by your unemployed situation?

D: **17**. It has changed their perceptions about education. In rural areas there are still those people who believe that education is a waste of time and such people's perception about education are confirmed when they really see educated people being unemployed. They even say that action speaks louder than words. Now they even influence other people not to invest in education by pointing at us as good examples. I therefore believe that to some extent my being unemployed has a negative influence on other people's perception about education and some young people who qualifies to study at university, colleges and Technikons. Some of them are convinced that being educated is just a waste of time because you are not going to get a job after so many years of studying.

R: Do you think that some of the way in which community members view you is related to the fact that you are an unemployed teacher?

D: **18.** People's perception about teaching has changed. Even their attitude towards teachers has changed. They no longer see teachers as respected people. They look down on us and they also see teaching as a job of low status. This high unemployment rate among teachers also increased negative remarks about teaching as a profession.

R: What do you think might be the most contributing factor towards high rate of unemployment in the teaching field?

D: **19.** I think that most of the people who followed teaching career path did the same courses. In most cases you will hear people talking about easy courses such as History, Geography, Biblical studies and languages. There are quiet few numbers of people who did Science and Commercial subjects. And those who have done these subjects do not struggle too much to get a job. The new democratic government with its changes also contributed to this situation. High population rate with many people more especially from previously disadvantaged group flocking to colleges of education.

R: What is your present involvement in the community?

D: **20.** I am currently not doing much in the community. In 2002 I was a committee member of Ditengteng advisory board. I am also involved in the community outreach programme that is run by my church. That is all I am doing in the community.

R: Do you have any additional courses that you have done besides teaching degree?

D: **21.** No. I am not motivated to study further. I feel that I will be wasting money doing another course. Even the fear that may be after completing the course I am still not going to

be hired. Being unemployed for so many years make you scared about furthering studies. Again I do not know which course to do now and at the same time I do not want to study for three years anymore.

R: Can you tell anything more about your present experience, may be things that you have observed and learnt during your period of being unemployed.

D: **22.** It was hard for me to accept at the beginning that it is really me with a degree been unemployed. It is still difficult for me to accept that this is actually my sixth year of nothing else but stress. I always shifted the blame on others when I was not hired. When years pass by and reality dawn on me that I am still unemployed and it is not because of the next person but the situation in which we are, I to learned to accept it slowly. During the process of accepting unemployment, sometimes I experience a lot of fear and anxiety that I am not going to work anymore.

23. I also learnt that being engaged in the community projects or volunteering to teach at nearby schools is helping. Challenges shape our thinking. I can't just stay at home and do nothing. I will be disadvantaging myself because I will be denying myself an opportunity to learn and grow. Learning is a livelong process and it also builds our self-esteem. Being at home doing nothing affects your self-esteem negatively.

R: Is there anything else you want to comment on before we end this session/interview?

D: **24.** I would like to say few things about the interview process. I just want to say that there is a lot of nepotism and unfairness in the interviews. Some other schools do not even consider performance of the person in the interview, but they consider whether the person is staying in that village. If your and born and bred in that place they will take you irrespective of your performance because you are the 'son of the soil' and your parents helped and participated in the building of the school. This is also a problem because if things are going to work like this, we are going nowhere. We will be a lost nation.

R: We are now at the end of our interview. I just want to say thank you very much for this information, it is valuable information. Thank you.

D: **25.** It is my pleasure.

PARTICIPANT: E

Name	:	E
Age	:	39 years
Gender	:	Female
Physical address	:	Makotopong village
Marital status	:	Single
No. of children	:	1
Qualifications	:	Junior Teachers Diploma (JPTD)
Year obtained	:	1998
Institution	:	Kwena Moloto college of education
No. of years studying	:	3 years
No of years unemployed	:	6 years 3 months

E is a qualified teacher from Kwena Moloto College of Education. She has done Junior Primary Teachers Diploma. E describes her family as a poor family. She also indicated that her parents got divorced when she was still young. Her mother who is illiterate struggled to raise them. She was self-employed selling vegetables and cool drinks. E said that her family is one of the poorest families as compared to other families in Makotopong Village. She further indicated that her whole family of 5 children is staying in a small two-roomed tin house. E pointed out that herself and her younger sister attended college in the same year and they also completed in the same year and all of them are presently not working. She describes her mother as a person with a strong personality and who follows her goal no matter how many obstacles are in her way. She also describes her as a hard-working person who wishes to see her children living a different life as hers.

R: How long have you been unemployed?

R: It seems as If it is hard to get a job as a teacher. What do you think might be the main contributing factor to this high rate of unemployment?

E: **3.** What I can say even though I am not 100% sure is that around 1990 a number of colleges of education were introduced and most people went for teaching because colleges were many. What I can say is that when they introduced these colleges, they did not look at the labour market and tried to equate the number of students with jobs that will be available. I think that is where problems started. Another reason is that in the past years black people were denied opportunities to be educated and since the inception of the democratic era most black people find the opportunity and unfortunately majority of black people went for teaching because teaching was the only course that was more accessible and admission requirements were afforded by most people.

4. Choosing of subjects as student teacher also contributed to this high rate. Most people chose courses that were easy, like Sepedi, English, Agriculture, History and Geography. Most teachers are having same subjects. Commercial subjects and Science subjects were regarded as difficult and as the result most people did not choose them. Those few teachers who did science and commercial subjects are not struggling that much to get a job.

R: Why did you choose teaching career?

E: **5.** Because I liked it. Even when I was still young I wanted to be a teacher and help other people. I also love to work with young people Teachers are always there in the community and are helpful people in the community. My role models were also teachers and I also love to work with young people.

R: How were you supported during your studies?

E: **6.** My mother was responsible. My mother cannot read or write but she always wanted us not to be like her. She was selling vegetables and she started this business when we were still young. She saved most of the money for own education. Education came first, she did not build a house but she wanted to build our future. I remember there were several days when my mother and my younger siblings stayed for days without eating proper food in favour of our education.

R: How do you feel now as an unemployed teacher?

E: **7.** Stressed frustrated and lost. In 2001 I volunteered to teach at one of the primary schools in Seshego, a township near Polokwane. I worked there as a volunteer for a year. In 2002, five temporary posts were advertised at the school. I applied for those posts. I was qualifying. I was shortlisted and went for the interview, but I was not employed because

they said that they need someone with a personal number. A person has a personal number only if she was once employed. Remember I was working as a volunteer teacher at that school. I was not paid any cent for the services I rendered and at the end of the day I am not even employed when there is an opportunity for them to employ me. I was angry and disappointed and also had feelings of hopeless, even when you try your efforts are not recognized.

R: What was your expectation when you graduated?

E: **8.** I was expecting to get a job, work and help my mother. Even if I was fully aware that there are qualified teachers out there who were struggling to be employed, somehow I never seriously thought that I would in future join them. I had this positive thinking that I will get a job not so long.

R: What do you think motivated your mother to be so keen about education and wanted you to be educated?

E: **9.** If you are not educated people do not treat you with respect. They look down on you and they also treat you like a fool. At times they even think for you. They will tell you what to do and what not to do. This is the kind of life my mother lived and she did not want us to live like her. She wanted us to get better jobs because if you are a teacher for example, there is a certain status in the community that you earn. Family members are also respected just because one in the family is educated. They believed that if you are educated you will get a better job with a better salary All this motivated her to give us education.

R: What were the expectations of the people who supported you during your studies?

E: **10.** They expected me to complete my diploma and work as a teacher. One of their expectations was that I would bring some financial changes in the house. For example, build a house and also help my mother in the upbringing of my younger brothers and sisters.

R: What do you think your state of unemployment make them feel?

E: **11.** Disappointed. My mother tries hard to give us courage those one-day things will get better. She is still supporting us even now. It is really not nice at this stage to be still been supported by your mother financially. This situation is sometimes embarrassing me. I do not feel comfortable staying at home doing nothing and as a result I spend most of my time staying with my boyfriend in Seshego where he is working.

R: Is there anything that you have done to enhance your chances of been employed, e.g. studying further.

E: **12.** No, I haven't done any thing since graduated. I just do not have the energy and motivation to do something more.

R: What support did you receive from your friends?

E: **13.** There are friends who are supportive and others are not supportive. There are those who will encourage you and motivate you and those who will tell you bad things, like teaching is useless and you will never get a job. I had a friend who was also an unemployed teacher for many years. We used to look for a job together and help each other. She got a job this year as a teacher. She never phoned to tell me that she got a job. She no longer visits me. Some of my friends who have been fortunate to get jobs are ok. They do phone me and make appointment for us to meet. In short let me say that friends are not the same.

R: How is your relationship with your boyfriend?

E: **14.** My boyfriend is very much supportive. If I feel stress I know I can talk to him. He understands.

R: How is your relationship with your siblings now that you are a teacher but not working?

E: **15.** We relate very well. They understand that it is not my choice to be unemployed. They know that I am trying my best to get a job. They also know that there are a lot of unemployed teachers out there. I and my sister who is also an unemployed teacher used to talk and plan around how we are going to change our family. We have been there for each other since we were still at school. Sometimes we tell ourselves that we need to be strong for our mother. We feel that she might be feeling stressed seeing both of us being unemployed. But if we allow ourselves to be stressed then it is going to be more difficult for our poor mother.

R: How do you cope with the fact that you are an unemployed teacher?

E: **16.** I have accepted that now. I make sure that I just don't stay home and complain the whole day. I go out in most cases. I can go to town just for being away from home and meeting people, talking to people and sharing ideas with them makes me feel ok. Helping other in terms of guiding them is also helpful to me. There are times when some of my neighbours become convinced that I am working because I am always dressed smart and going out. When I tell them that I am not working they become amazed. Even if you are not

working stand up and walk like someone who is working. I remember there are times when I suffered from stress and lost my self-esteem totally.

17. I saw myself as nothing and to me life meant nothing because all my hard work and sacrifices towards my studies turned into nothing. I saw myself as a failure in life; I also believed that I failed my mother who worked hard to make me educated. It was during this stage when I attended counselling for a period of two months. After that I realized that I need to be positive about life. So staying positive, talking to other people, going out for example to town are my coping strategies. Working as a volunteer teacher, was ok and helped me but when posts are advertised in the very same school and you are not taken is another problem.

R: How did you think community members view you?

E: **18.** In our community education is the key to success. If you are educated you are respected because you are seen as a resource to the community and they call educated people within the community as eyes of the community. My community value education. Because of their belief in education they see me as an eye of the community and respect me for that. They also respect my mother. They actually praise her because most people of her status do not encourage their children to go far in educational matters. However, they encouraged them to join their business.

R: Do your sometimes think that their perception of education might be changed by your state of being unemployed?

E: **20.** I don't think that my unemployment situation does have an effect on their faith in education. They always say that educated people stand better chances because when there is a post, for example a teaching post, a person who is not educated will never ever compete with the one who is a qualified teacher by profession.

21. They encourage young people in the community to go to school because education opens many doors. They also give positive example about unemployed teacher in the community by saying that unemployed teachers are like five clever ladies who filled their lamps with paraffin and wait for the bride unlike those who wait with their lamps empty, because you will never know when the bride is coming. So in the community we are seen as people who can get jobs at anytime any minute. It is a positive message to us that at anytime we can get

a job. Even their attitude about teaching as a career is still positive. They regard it as one of the important career.

R: How is your view of education more especially teaching?

E: **22.** I believe that educated people always stand a better chance than those who are not educated. So I still strongly believe that people must be educated. When coming to teaching as a career, yes it is true is important but I think nowadays there are many teachers in fact more than enough. Maybe our brothers and sisters need to get a better guidance in choosing career paths. Because it will be cheap of us to encourage people to do a course whereby people are already experiencing difficulties to get a job.

R: What is your present involvement in the community?

E: **23.** Presently I am not involved in any community projects. Not that I undermine them but I did not have courage to be part. But if a person comes to me specifically for assistance, maybe asking about something, which is related to education, needing help. I am more than willing to help him/her. And the fact that I do not spend most of the time at home also contributes to my non-participation in the community.

R: Can you tell me anything more about your present experience as an unemployed teacher?

E: **24.** In the first place I can say that I felt important and special the day I was admitted at college. It was a great day. My graduation day was also a great day. I was over the moon. I had big dreams. Now all my high dreams and expectations become shattered when years and years pass by without getting a job. That is when I felt that the planet earth is not a good place for me to stay. I started questioning my purpose for living. It is really hard. I used to think about the college fees that I paid for three years, the books I bought, my effort and sacrifices and I will feel that all those efforts and finances were just wasted. Going for interview and not succeeding.

25. Just imagine for six years, every year you attend interviews still you are told that you have been unsuccessful. You feel like you are a fool, you know nothing. Even though some people try to console you that things will be ok, still you have this feeling of being a failure. I experienced that myself until I go for counselling. The main aim of being educated is to get a better job and live a better life. If the two are not happening then stress becomes your best friend.

R: Is there anything else you want to comment on?

E: **26.** Positive thinking is needed in order to stay healthy and free of stress. To be an unemployed teacher for a period of six years is quiet difficult. But one must learn to be strong and be positive. I just wish that the government will do something to address this high rate of teacher's unemployment.

R: Thank you very much for your time and the information and experiences that you shared with me.

E: **27.** It is my pleasure. I hope whatever I said will help you to compile your research report and your findings will help other people like myself who are unemployed.

PARTICIPANT: F

Name	:	F
Age	:	42 years
Gender	:	Female
Physical address	:	Mabokelele village
Marital status	:	Married
No. of children	:	3
Qualifications	:	First aid certificate - 1995
		BA Degree – 1999
		UED – 2001
		Abet – 2003 (through correspondence)
Institution	:	University of Venda
No. of years studying	:	4 years
No. of years unemployed	:	3 years, 3 months

F is qualified teacher from university of Venda. She has a BA degree and HED. F describes her family as poor. Both her parents are illiterate and unemployed. She is coming from a family of three children. Her elder sister is illiterate and the other two have secondary education. According to f she is the only one in her family who is educated. F is married and blessed with three children. Her husband was responsible for payment of her university fees.

R: How long have you been unemployed?

F: **1.** I stayed at home for three years without working; this will be my fourth year. Teaching posts are difficult to get nowadays. There are so many teachers who are not working. It is quite difficult more especially if you do not know or have networks with school principal or teachers who are working. There is a lot of favouritism and nepotism when coming to employing teachers. Some schools do not advertised vacant posts that they have. They just handpick people. You will just hear people saying that so and so has been employed at the

particular school as a teacher, you will just be surprised to learn that the post was not advertised. Other posts are designed for specific people.

R: Why did you choose teaching?

F: **2.** Because I like teaching. It is an interesting career where you feel you are making a difference in other people's lives. As a mother, it is quite a better career for me because teachers have many holidays and this will give me an opportunity to be with my family. Again teachers knock off early and the salary is good.

R: What were your major subjects?

F: **3.** I majored in Psychology and Education.

R: How do you feel now as a qualified teacher but unemployed?

F: **4.** It is not nice to be qualified for a certain job and still struggle to be employed in your field of specialization. Other people, mostly those who are not educate think that your qualifications are not authentic. Others say that we bought them that is why you are struggling to get a job. Sitting at home and being a housewife, unpaid domestic worker is hurting. Sometimes I feel that I am a failure. When I attended an interview and did not succeed I feel I am a looser and I feel bad about myself. It is stressing. When there is no money in the house you become more stressed and start to think that if you were working you will be able to do this and that. This is more frustrating, when you meet other friends, and those people who never see you for a long time.

5. The first questions they will ask is where are you working. Then the second comment will be 'Ag shame' things will be OK next time. Others will leave you with a feeling that you are not doing your best to get a job. At times I feel not being in the company of other people more especially those who are working because some of them will start talking about their achievements, material ones and their properties and also what they intent to do in the future. When such conversation arises I start to feel uncomfortable. Others will say, 'by the way you are not working, but don't worry your time will come'.

6. In most cases their sayings are just coming from the lips not from the heart. I remember one day I was invited for an interview, so I went to one of the teachers I know in the community to ask her about some question that I was not clear about and thinking that they might ask them in the interview. Her response what that she attended job interview long ago and attending interviews is none of her concern or worry now, what she is interested in is

getting a salary at the end of the month. Even if you try to be positives, other will always remind you that you are an unemployed teacher.

R: What is your attitude now towards teaching as a career?

F: **7.** I have mixed feelings about teaching. It is a good course but it is difficult to get employment. I cannot say I hate it, but I will advice a person to take other courses rather than teaching. If the person loves teaching I will encourage him/her to do commercial subjects and science subjects because they are in demand and teachers who majored in those subjects are not struggling to get employment.

R: How were you supported during your studies?

F: **8.** I was already married when I was studying at University of Venda. My husband was paying the fees and I also got TEFSA loan.

R: Where did you stay when studying?

F: **9.** I was staying outside campus because I had a newborn baby during my first year. So I was staying with the baby and her nurse. So there was no way I would stay in the campus.

R: How was it like to be a pregnant woman and a mother while studying?

F: **10** It is taking all your energy. I was always tired sometimes too tired to even do my schoolwork. There are days were you spend sleepless nights not because you were studying all night long but the baby was crying. It was just difficult. But I survived because I passed all the courses at the end of the year.

R: What motivated you to go on with our studies while you were having a new born baby?

F: **11**. I passed matric in 1985. After completing matric I did not have money to further my studies. My parents are illiterate and were also unemployed. In the community were I grew up there was a belief that girls are not supposed to be educated. They strongly believed that a woman's place is in the kitchen. Due to that believe I stayed at home doing nothing but I had no option. After getting married my husband decided to take me to university. Sot I did not want to disappoint him. I knew he was supporting the idea that women must be given opportunity to study. This also changed my parents believe and other members within that community. Again it was a challenge on my side to prove to the whole community that ladies can be educated, that having children should not be seen as an obstacle for women to be educated.

R: What support did you receive from your family?

F: **12.** Both families were supportive, my husband's family and my family. I realized that going to university also served as a serious learning curve for my parents and they learnt and changed their beliefs. They were the one's who were encouraging me to work hard and sometimes they were helping me financially. My brothers and sisters were also supportive, gave me moral support. So I received a lot of support and blessings from my parents. My husband family was also very much supportive. I remember after giving birth, my mother in law went to stay with me in Venda for a period of 3 months.

R: What support did you receive form your friends?

F: **13.** I had supportive friends who stood by me during thick and thin. Even now they are still very much supportive. They are open and warm. I know that they are there for me if I want to talk. They are so encouraging. I remember one of my friends we met at Venda; she was so supportive during those tough days of studying. She would come to my house and help me with schoolwork. Even now if I have financial difficulties I know that she is willing to help. At times I can see that my unemployment also affect them. They try by all means to help me to get a job. If they hear that there is an advertised teaching post somewhere they phone me and encourage me to apply.

R: What was the expectation of the people who supported you during your studying years?

F: **14.** They expected me to complete my studies, find a job and work as a teacher**.** They were also expecting me to help my brothers and sister's children. I can say that they are disappointed now because things did not go as they wished. My husband expected me to work and help him. He is not well in health. He thought that after completing, I will help him and he can resign and do something else that will give him enough time to rest and nurse himself. So everybody's expectation just turned into nothing.

R: Have you been trying to get a job and how did you do it?

F: **15.** I applied for the posts and I did door to door at different schools submitting my applications for employment. I also tried to apply for other posts that are not teaching oriented. Now I am looking for anything that comes my way. What is important for me is to work.

R: Do you have any additional qualification besides teaching?

F: **16.** I have done first aid certificate, which is more concerned about helping elderly people. I did the certificate before I go to university but I never tried to look for employment with that certificate. After spending one year at home without working, I thought I must do something to enhance my qualification and to open other opportunities for employment. I did ABET certificate, which focuses more on educating older people who did not have an opportunity to study during their time. But still it is difficult to get a job.

R: How is your relationship with your family now?

F: **17.** They are supportive. My husband understands. Sometimes when I am stressed I take out my frustration on him but still he is supportive and understands. My unemployment also affects him. My children are supportive and they are also trying to help me to find a job. If they hear that there are vacant teaching posts somewhere they tell me. In short I can say that all members of the family are supportive during these dark days of my unemployment and again they are also affected by the situation.

R: How do you think community members view you?

F: **18.** People in our community gossip. They talk anything that comes to their mind whether is going to hurt another person or not they don't care. Most of community members more especially those who are not educated feel that education nowadays have lost value. They feel that education is not something that you can choose to invest on. Teaching profession is worse. People do not trust it anymore and they talk it badly.

19. It is no longer respected. Most of people strongly feel that doing teaching courses is just a waste of time. Other community members blame us (unemployed teachers). They say it is our fault and ignorance to follow teaching because we knew even when we were still studying as teachers that there are no jobs. On the other hand I can say that there are also people within our community who still value education and see the importance of been educated. I can say that there are both positive and negative remarks from community members in as far as education is concerned.

R: You said that you were married when you were studying. How did your in-laws react to that?

F: **20.** They were very much supportive. I remember after giving birth my mother-in law went to stay with me at Venda for a period of three months.

R: You indicated that your parents believed that girls are not supposed to be educated. Were do you think this believe comes from?

F: **21.** It was a cultural belief that time. I think this was motivated by the patriarchal system that women are subordinate to their husbands. They must listen to their husband and do as instructed. Women were also seen as people who are supposed to be doing all the housework. They were domestic workers. Most people in my society believed in this and it was practiced. As things are changing, values and beliefs also do change. They started to realize that women like men can be educated and they must not be denied the opportunity to be educated.

R: You said you stayed at home for many years after passing Std. 7 and then after decided to go to school again, why?

F: **22.** I learnt a great lesson when I was at home. I have two children and I was struggling. As I was struggling I saw some of my friends who went to school living a better life, driving nice car. Then I realized that education is the key to success. I became motivated to get back to high school and to Std. 8 – 10. By that time I was not yet married and I was having two children. My family background motivated me to study hard and to continue with my studies up to the highest level. I realized that if I cannot go to school I will never live a better life and I will never get a better job.

R: How did you feel on the day of your graduation?

F: **23**. I was very happy and looking forward to get a better job.

R: How do you feel now as a qualified teacher but unemployed?

F: **24**. Right now, I am disappointed. Having the qualification but not working is frustrating and stressing. I feel that I have wasted my time, money and energy for nothing. My main objective of going to university was to get a better job. Now I am highly disappointed because my objective is not met. Since I graduated, and stayed at home I always experienced a lot of stress. I feel that my chances of being employed are limited everyday due to my age.

R: How do you cope with stress?

F: **25.** I encourage and console myself about others who have stayed at home for a long time, some of them have jobs now. I tell myself that my day will come. One day I will get a job and work. If I feel that I am becoming more stress I normally consult a doctor or a social worker at the clinic.

R: What is your present involvement in the community?

F: **26.** I am an SGB member at our local primary school and I am also involved in the adult school education where we are teaching adults after hours.

R. You mentioned the fact that you are an SGB member at a local primary school. How do you feel when you are in the company of working teachers?

F **27.** In most cases I feel small. I compare myself with them and feel ashamed about me. Some of them look down at me and do not consider me as someone who is educated.

R: Can you tell me anything more about your experiences?

F: **28.** I have experienced many things, more specifically in terms of family life. I also learnt that my unemployed situation does have an effect on my family more especially to my husband, who is not working. When I am stressed I take out my stress on him and the kids. In as far as the community is concerned, I have learnt that if you are not working people no longer respect you as someone who is educated.

29. Some of them do not even trust you that you can help them, give them guidance and advises in as far as educational matters are concerned. Others say that we have bought the qualifications.

R: Are there any programs or projects in the community that are specifically tailored to help people like you who are educated but not working?

F: **30.** There is nothing in the community that is there to keep us busy.

R: Is there anything else that you want to comment on?

F: **31.** No.

R: Thank very much for your time and participation.

F: **32.** It's my pleasure

PARTICIPANT: G

Name	:	G
Age	:	40 years
Gender	:	Male
Physical address	:	Mmakgodu village
Marital status	:	Married
No. of children	:	1
Qualifications	:	SPTD
Year obtained	:	1998
Institution	:	Bochum college
No. of years Studying	:	3 years
No of years unemployed:		6 years 3 months

G is a 40 years man. He is married in 2003 and has one child who is 18 months old. G's wife is not working. She has passed STD10 and does not have money to further her studies. G is the last born in his family and he is staying with his mother. His father passed away in 2001. G's parents were not educated. The father was working in Johannesburg as a labourer and the mother was a housewife looking after the children, cattle and the fields. G has three sisters who are married and staying in their own houses, they are not educated. He has one brother. The brother is also not educated but is working in Gauteng Province as a labourer. G's brother's wife is a teacher. G said that her sister in law was very much supportive during his studies and even now she is the one who understand his situation far much better.

R: How long have you been unemployed?

G: **1**. I have been unemployed for 6 years and 3 moths. I never got a job since I graduated. I have tried my best to find a job but everything was in vain. Sometimes I used to think maybe there is something wrong with me. Maybe I am not performing well and I answer irrelevant in the interview. I consulted other people, read books about how to pass an interview. Prepared myself thoroughly before going for an interview. But still there was no success. I remember one year I told myself that after attending interviews and getting result

I must go back to that school and ask them to give me a full feedback of my interview hoping that his will help me to identify areas where I am not performing well and improve them. One day I did exactly that.

2. I was shortlisted for an interview attended the interview, and got results that I was unsuccessful, and then I went to the school for a full feedback. I was so surprised to realize that I did very well and I was given position one, but I was not employed instead, someone who was position 2 was employed. I was so surprised. When I ask for explanation for that I was not given any valid reasons. I was so hurt. From that time I had a negative attitude towards interviews because I fail to see the reason for an interview. Favouritism and nepotism is at its best in teacher's employment. Things like that are really demoralizing.

R: What were your major subjects?

G: **3.** I majored in Mathematics and Science. I was the best student at college in Mathematics and Science. I do not doubt myself with that. One thing that was worrying me so much is that generally people who have done science subjects do not struggle to get jobs because science subjects are in demand. But for me it is the opposite. I can't find a job. Sometimes I end up thinking that maybe I have been bewitched. But, anyway who knows.

R: Why did you choose teaching?

G: **4.** Teaching is a calling for me. I like teaching with all my heart more especially teaching young children who are still at Primary School. They are willing to receive information and knowledge that will mould them and change their lives. They are so exciting to me. I get fulfilled and happy after sharing knowledge and ideas with other people. I like helping people. Young people are leaders of tomorrow and they need to be groomed at an early age.

R: How were you supported financially during your studies?

G: **5.** My father was a pensioner by the time I was studying at college. He used his pension fund to pay for my college fees. My brothers were also helping me with money to buy food.

R: Where were you staying while studying?

G: **6.** I was staying outside campus with a relative of mine. I was not paying for accommodation there.

R: Describe your parent's background?

G: **7.** My father is able to write his name only. He just learned that when he was working so that he could be able to sign. My mother cannot read and write. They are not educated.

They never went to school.

R: What kind of social support did you get when you where studying?

G: **8.** My friends were very much supportive. When I became discouraged they gave me courage to go on. I remember I supplemented Physical Science for many years and during the process I was losing hope and I wanted to give up. But friends were there for me. One of them was a science teacher by that time. He volunteered to help me where I encounter problems. He even motivated me to go to my lecture so that he can try to help me and guide me how to tackle the examination.

9. In fact I was supposed to graduate in 1992, but because of this science I end up graduating in 1998. I supplemented this subject for a period of five years without succeeding. During that time I had the full support of my friends. They tried everything in their power to help me. My sister in law was also supportive during those years that I was struggling to pass science. I remember at a certain time she gave me money to go to Pretoria to do a remarking after I have failed for the third time. Without their support maybe I would have dropped.

R: You said your father passed away in 2001. Do you think your unemployed situation might have contributed to your father's death?

G: **10.** To a certain extent I can say yes, it did contributed. As a last-born son I am suppose to inherit all my father's property and be responsible for the whole family. In fact, I am supposed to take over my father's position and be in control, also take care of my mother. When he educated me he thought that I would be in a better position to take care of the family. He was sure that after completing my studies I will get a job and work for the family. He was old by then. I think maybe old, age plus worries and stress that I am not working also affected his health negatively.

11. I was very much disappointed by his death because I also wished him to see me working as a teacher and living a better life. I remember when I was still struggling with my supplementary he used to pray for me to pass and again at times he will be angry at me suspecting that I am not studying hard. Things were very much difficult during my studies. I did not understand what was going on.

12. At school my performance was very good but when coming to writing of tests and examines my performance becomes poor, I will fail the test or get an average mark. My

fellow students did not understand what was going on because they knew I was intelligent and I was actually teaching them Mathematics and Science. This thing that I was getting low marks with the highest understanding of the work use to surprise and frustrates me. At home they were fighting with me saying I am playing. It was really difficult for me. Even now is still difficult because I can't find a job. In the interview I perform well but at the end of the day I am not seen as good enough to be employed.

R: How did you cope with all this frustrations?

G: **13.** Having a support system helped me a lot. As I have said earlier on that my friends were supportive and believed in me. My family also was supportive. Some of my surviving strategy was to try to ignore and forget all negative things and put my mind on the positive things. I tried to stay focused on my education and also reminded myself of my goals. Reading magazines and other motivational books helped me a lot. My lectures were also supportive.

R: You said that teaching was a calling to you and you loved it very much. How did you feel when you realized that you are not given an opportunity to do what you like most?

G: **14.** I am disappointed, but, I always had my way of getting contact with youth and help them and also share ideas with them. Even though I was not an employed teacher I had an opportunity to help them with Mathematics and Science. I made myself available after hours for those who need help. I also participated in the cancer awareness program as Community activities and this gave me a great opportunity to talk to people, teach them and give knowledge about cancer and how to keep themselves healthy.

15. I also formed an organization for disabled people. I realized that they are also human beings, they have talents and skills, but to some extend their skills tend to be shaded by the fact that they are disabled and people think that physically disabled person is also mentally disabled. I wanted to show the disabled that they can do wonderful things and that they have talents. This also gave me opportunity to help people as I indicated that I chose teaching because I like to help people.

R: As an unemployed teacher now, what is your attitude towards teaching as a career?

G: **16.** I still love teaching. I am still looking forward to get a job as a teacher and I strongly

believe that if I can get an opportunity I will do my best to change other people's life and shape them. Yes, the other reason for following teaching profession is teachers work nicely without sweating and they have many holidays and their salary is good. But above all I love it. I still think it is an important career and people must still be motivated to follow it more especially those who love it. What I have learnt is that most people's perception about teaching has changed. Others do not like it anymore and they believe it is a waste of time to educate your child to be a teacher. Some people do not respect it anymore and it is seen as a cheap profession with low status. Teachers nowadays are no longer respected than in the olden days. This high rate of unemployed teachers had a negative impact on the people's perceptions.

R: What do you think might have contributed to this high rate of unemployed teachers?

G: **17.** I can say that most people in the past years from 1990 followed a teaching profession, not that they love it but they had nothing to do. Other courses were very much difficult and admission was not easy. People also did not have knowledge about other professions, while others courses or professions, were seen as courses for whites only. So teaching was available and known to most people and the fees were also affordable.

R: Have you tried to find other jobs besides teaching and how did you do it?

G: **18.** I also tried to apply for other jobs besides teaching. I also looked for jobs at companies and factories. I also tried the tendering department, business section were I was looking for a job as s sales person. I did not succeed. For some years I was running a cellphone business.

R: Do you have any other qualification besides teaching qualification?

G: **19.** No. I do not have any other qualifications. I did not have money to study something else. Somehow I am stuck. If you have no income you cannot do anything.

R: When did you marry?

G: **20.** In 2003. It is quite difficult if you are a husband and father but not working. It pains me to know that I am unable to support my children and do things for them. My wife is very much supportive. She works as a domestic worker and she is taking care of the family I really appreciate her effort. They are also affected emotionally by my unemployment. Especially when they see people that I went to college with, who are now working and they will start to think that if I was working I was going to be able to do this and that. My mother

is seriously. Affected more especially that she does not understand educational matters. She feels that maybe the ancestors are angry with her or me. Even though we try to tell her that there are many teachers out there that are not working, she does not believe.

R: How do you think community members view you?

G: **21**. They respect me because I am contributing and helping people. They trust and believe that I can help them, give them advice that will build them as a community. There are just few people in the community that have a negative attitude and who will look down on you just because you are not working but you have qualification.

R: Do you think that some of the way they view you is related to the fact that you are an unemployed teacher?

G: **22.** People have different views and perceptions. I can say that some members of the community view me as an unemployed teacher while others see me as an educated member of the community. If you are educated and not working, people end up undermining your qualifications. They think that you cannot help them because you are unable to use your education to help you.

R: How do you presently cope with unemployment?

G: **23.** It has been six years of unemployment. At first I thought that I will get a job but as years and years pass by without getting a post I realized that it is not easy to get a job. I used to be worried more especially if you have applied for a post somewhere you keep on hoping that your application will be successful. But at the end of the day I learnt to accept my situation and be positive about life and other things. I got comfort from my involvement in the community projects. I felt that I am doing something in life.

R: Can you tell me anything more about your present experience as an unemployed teacher?

G: **24.** Unemployment is an overwhelming experience more especially if you are educated because you put pressure on yourself to get a job and the community is also putting pressure on you. Being an unemployed teacher is a painful experience. You start to loose confidence in yourself and also losing trust that you will ever get a job more especially you have spend many years, like myself been unemployed.

PARTICIPANT: H

Name	:	H
Age	:	32 Years Old
Gender	:	Female
Marital status	:	Married
No of children	:	1
Qualifications	:	Junior Primary Teachers Diploma (JPTD)
Year obtained	:	1996
No of years studying	:	3 years
No of years unemployed	:	8 years 3 months

H is a qualified teacher from Kwena Moloto College of Education. She has a junior Primary Teacher's Diploma and her major subjects are Sepedi, English, Afrikaans Mathematics, and Art and Culture. She describes her family as a poor family. Her mother is neither educated nor working. H indicated that her mother is getting a disability grant, which is the only source of income in the family. All her siblings are not educated. She is the only one in her family who managed to be educated.

R: How long have you been unemployed?

H: **1.** From 1996 until today. It has been 8 years and 3 months. I have never worked even as a temporary teacher. It is hard nowadays to get a job as a teacher. There are so many unemployed teachers out there.

R: Why did you choose teaching?

H: **2.** I like working with people and sharing knowledge. Teaching was always fascinating to me. I feel that through teaching you can make a change in other people's lives. I feel happy after teaching a person something and seeing that she/ he has learnt it.

R: Where did you do your teacher's diploma?

H: **3.** I studied at Kwena Moloto College of Education.

R: Where were you staying during your studies?

H: **4.** I was travelling from Ga- Legodi to Kwena Moloto College. The college is in Seshego. It is about 60 km from Ga-Legodi to Seshego. There is one bus in the morning and in the afternoon. It was difficult for me to travel. But I had no option. I was forced to travel from home to college everyday because my mother could not afford to pay hostel fees with the little disability grant she was getting. Travelling was also inconveniencing and affecting my performance negatively because at home I had no opportunity to use library and other college facilities. I had to wake up early in the morning to catch the bus and come back late in the evening. In most cases when I get home in the evening I was very tired. It was hard but I had no option.

R: How were you supported during your studies?

H: **5.** Friends, family member and relatives were very much supportive both socially and financially. Some of my relatives were assisting me financially. Friends gave me courage to go on even when things were difficult. Family member were there for me, praying that I succeed in my education and also helping with house chores so that I can have enough time during weekends to do my school work. Even other members of the community encourage me to study hard. Looking at my family background most people felt that I must push and hang on there so that I can be able to be in a better position to help my family in the future.

R: What was the expectation of the people who supported you during your studies?

H: **6.** Their main expectation was that I complete my studies and find a job as a teacher, work and help my family. They were also expecting me to build a house for the family and see to it that my younger brothers and sisters get education. Most people in the community felt sorry for us because our living conditions were the normal standard of living. We were living in a small house made of wood and there were spaces between the wood. Some time we would go to sleep without food and my mother was also forced to work in the fields during harvest time even though her health conditions were not good.

R: What do you think they feel now?

H: **7.** They are very disappointed because their expectations, wishes and prayers turned in to nothing. The situations at home is still the same as we talk now, I am also disappointed, confused and frustrated because I cannot help. There is absolutely anything I can do to make the situations a little bid better.

R: What were your expectations when you graduated?

H: **8.** By the time I graduated, there were already many unemployed qualified teachers. I had a feeling that I am going to be one of them, but I thought it would be for a while. To tell the honest fact I never thought I would spend 8 years without even working as a temporary teacher even for three months. Somehow I thought that I will struggle to find a permanent teaching post, but I will often work here and there as a temporary teacher. But things did not turn as I expected. That is when I became stressed and frustrated. I am doing my best to look for a job. Jobs are just not there. I have spent almost six years being unemployment and I was never called for an interview. That frustrated me worse. You submit an application but you are not even considered for an interview. I even lost hope for applying.

9. Last year I decided to volunteer as a teacher at our nearby primary school so that I will be in touch with teaching materials and information. I thought that the experience, I got as a volunteer teacher will help me in the interviews. There was a post at the very same school where I volunteered but I was not invited for an interview. There is a lot of nepotism and favouritism in the teaching field. You will be amazed to see what is happening. People are employing their cousins. If you do not have connections just forget. It is quite difficult and hard to get a job.

R: What are you presently doing?

H: **10.** I am just at home doing nothing, as you can see that I am pregnant. My husband is working and I am taking care of the house and our child.

R: When were you married?

H: **11.** In 2000. That is when I left my parent's house and come to stay with my husband. I do not enjoy staying in this house living a luxurious life while my mother and siblings are dying of hunger. This new lifestyle sometimes stresses me. At this point in time I feel helpless and useless to my parents.

R: How is your relationship with your family now (mother and siblings?)

H: **12.** It is fine. They know that there is nothing I can do because I am not employed. They hope that if I can get a job I will help them. If they hear that there are advertised teaching posts somewhere they phone me and encourage me to submit my application and try my luck.

R: How is your relationship with your husband?

H: **13.** It is ok. He is supportive both emotionally and financially. If I need money to post my applications or going to submit it personally he gives me. He is also available if I want to talk about my frustration and is encouraging. He tries by all means to make me feel that I am not working.

R: Have you tied to get another job beside the teaching job and how did you done it?

H: **14.** After realizing that I am not succeeding in getting a teaching post I tried to look for a job in the restaurant, clothing stores and furniture shops in town. I used door to door marketing strategy but I was never successful. Since I got married my husband does not allow me to look for other jobs besides teaching.

R: How is your attitude or view of teaching as a career?

H**: 15.** I still personally like teaching as a career. It is just that one need to be careful when choosing major subjects in teaching because this high rate of unemployed teachers is also due to the kinds of subjects people followed during their studies as teacher. Most people followed a general stream, which includes the following subjects, History, Sepedi, English, Afrikaans, and geography. There are so many teacher who have done those subjects and they are no longer in demand. Science and commercial stream has been ignored and there is a demand of science and commercial teachers. Unfortunately most of us, (unemployed teacher) do not have those subjects.

R: How do you think community member view you?

H: **16.** Most community members are frustrated by this high rate of teacher's unemployment. They feel sorry for those teachers who are not employed. One thing I can say is that education is very much valued in our community. Even those people who are not educated are encouraging their children to go to school; because they believe that if you are educated you will get a better job and live a better life. I feel that they feel sorry for me and they are trying their best to help me, for example, if some people within the community hear about a vacant post somewhere they tell me. To me this is a sign of support. But there are few that will gossip about you. They think that you are stupid because you are no succeeding to get a job.

17. They even say that education is not important anymore because right now they do not see the difference between an educated person and someone who is not educated. Some

are also saying that it is better if they are not educated rather than being unemployed teacher. They feel that people who are not educated stand a better chance to be hired for example, as security guards, in clothing stores and furniture shops while qualified teacher do not stand a better chance as most employees in the above mentioned places feel that it is not safe in terms of production to hire an unemployed teacher because he/ she can leave the job at anytime if he/she can be appointed as a teacher. You will hear different remarks but generally most community members are actually concerned about the fact that there are many teachers who are not working.

R: Do you think your status as an unemployed teacher might have a negative impact on the community perception about teaching as a career?

H: **18.** Unemployed teachers are in majority in my area. People feel that going for a teaching course now is not a good idea. High rate of unemployment amongst teachers discourages most people to choose teaching. Even though deep down their hearts they might feel that teaching is important, but as long as it is not going to make money and change their financially position it is not respected. Some people end up looking down at unemployed teacher just because their qualifications as teacher are not giving them bread.

R: Earlier on you indicated that you often feel stress, frustrated and confused? How do you deal or cope with being unemployed?

H: **19**. Friends, relatives, family member, some community members and my husband are supportive and encouraging. Their support helps me to cope. The feeling that I am not alone in this it makes me to cope. Seeing a huge number of unemployed teachers also console me. I have accepted the fact that I am not working and there is no work for me now. Being positive that one-day I will get a job also helps. Reading books and magazines about stress management helped me to deal and manage my stress level.

R: What is your present involvement in the community?

H: **20.**

I am not involved in any projects in the community. As a member of the community, I support other projects and attended general community meetings.

R: As an unemployed teacher in this community is there anything that you would like to share with me, things that maybe you observed, experienced or learnt?

H: **21.** Staying without job for many years is damaging one's mind. Your self – esteem deteriorates. There are times that I feel I have lost confidence in me and I will hide the fact that I am a teacher. I often feel ashamed to tell people about my qualifications because I am not working. I also avoid social contacts with other educated people, who are working. I don't even want to attend graduation ceremonies where I will meet people who are working; of which maybe some of them might be my former classmates. It is embarrassing when people ask, where are you working? I really feel embarrassed to answer these kinds of questions.

R: Is there anything else that you want to comment on?

H: **22.** There is one thing that frustrates me worse in as far as teaching posts are concerned. Different schools in the neighbouring communities consider their residents first if there is a post in the community. They talk about "son of the soil" and they give them first preferences in terms of employment. What is frustrating me is that in our community the principle of "son of soil" is not working. I get confused and frustrated because our community schools are busy employing teacher from other communities while we are not recommended both in our community and other communities. Sometimes when we apply for posts that are not within our community we would change our residential address but it is easy to detect that we are not members of the community. I always wish that something could be done to address this problem.

R: we are now at the end of this interview. I just want to take this opportunity to thank you for your time.

H: **23.** You are welcome.

DATA DESCRIPTION

Chapter three outlined the steps involved in data analysis. As indicated, the first step involved transcribing the verbal material from each interview verbatim (refer to Appendix E). The second step involves a process whereby the participant's responses are summarized and paraphrased in the researcher's words. The following Appendix presents paraphrased responses of the participants during the interview. At the end of each participant's paraphrased responses possible themes will be identified.

PARAPHRASES OF PARTICIPANT'S RESPONSES

PARTICIPANT A

A is a 41 year old married man. He is a qualified teacher and has a university degree. A mentioned that he has been unemployed for 11years 3 months. A stated that he chose a teaching career because he likes sharing ideas with other people. A said that his father was responsible for payment of his fees when he was still studying. He further indicated that he sold some of his cattle to pay the fees, as he was not working. A indicated that he experienced some financial difficulties while studying. He said that due to financial difficulties he decided to stay outside campus in a private accommodation as it was a bit cheaper as compared to university accommodation stated that his family was very much supportive during his studies. He said that his mother always encouraged him to study hard. A said that his brothers were also very much encouraging and they also tried their best to assist him financially. A pointed out that his friends were supportive during his studies. He said that his friends were actually the ones who motivated him to go to university. A explained that his friends are still supportive even now during his unemployment period. He indicated that his friends are open and they share their difficulties. He emphasized the friends support by saying;

> *I have a friend who stays in Johannesburg. He is very much supportive. He visits me, and sometimes he calls me to his place to look for a job. He even gives me transport money*.

A pointed out that his wife is also emotionally affected by unemployment. He said that his relationship with his wife is not so good because he is not working. He said that he tries to be a man but things are just not like before. A stated that his wife does not respect him because he is not working. He said that his wife tells him that he is nothing and he said that it is very much hurting to be told that you are nothing. A expressed his feelings in the following way.

> *I was very much hurt, in fact I am still hurt. When I think about it that I am nothing, zero just zero. It is painful.*

A stated that unemployment leads to change of roles in the family. He said that because he is not working he finds himself being more involved in female roles. A said that his wife is a nurse by profession, sometimes she works during the night and he is the one who is taking care of the family. A said:

> *I do all the house chores, everything in the house. I bath the little one in the morning and take her to crèche but still she does not appreciates my efforts*

A pointed out that it is difficult for a man if he is not working and depending on his wife for survival. A further stated that sometimes he feels that he is nothing because he is unable to fulfil what he is supposed to do as a man.

A said that his expectations of getting a job as a teacher are shattered and this also frustrates him because right now he does not have any option. He also indicated that his family members are presently disappointed because they thought that he would be their saviour in terms of financial assistance, as he is educated.

A made it clear during the interview that he tried to look for a job. He applied for teaching posts at different schools and he even looked for other jobs besides teaching but everything was in vain. He indicated that friends also helped him to look for a job. In far as the community is concerned a pointed out that some community members are supportive and respect him as a man while others are not supportive at all. He said that those who are not supportive talk bad things about him and at times their bad talks stress him. A explained that educated people in the community are not of any assistance to

them. He said that this is also frustrating because he thought that at least those who are educated would understand their situation far much better. A said that he is the chairperson of the club ten burial societies and the secretary of the community police forum. He said that participating in those project help him a lot as he feels that he is doing something for the community and he is not a just useless in all facets of life. A indicated that talking to other people help to relieve his stress.

KEY TOPICS THAT EMERGED

A1.Chose a teaching career because he like helping other people.

A2. Father and brothers helped him financial to pursue his vision.

A3 Experienced some financial setbacks during studies and this made studying year difficult.

A4. Family members were supportive during studies and encouraged him to work hard.

A5. Friends motivated him to go to university and were very supportive and encouraging during studying period.

A6. Friends are still supportive during unemployment period and help him to find job.

A7.family members are also affected by this unemployment but they try to be strong for him.

A 8. Relationship with wife is presently not good.

A9. Due to unemployment he is forced to do female roles in the house.

A10. Depending on his wife for survival makes him feels bad.

A11. Being unable to fulfil his responsibilities of supporting the family financially as man makes him feel small.

A12. Frustrated because his expectation of becoming a teacher is doomed and he has no options.

A13. Family members are disappointed because he is of no help to them.

A14. Some community members are supportive and respect him as a man

A15 Other community member say bad things about him and this stress him.

A16 Frustrated by the fact that educated people within the community who he thought will understand his situation are not supportive.

A17. Being unemployed makes him feels useless.

A18 Participation in community helps him to feel that he is not a total failure in all aspects of life.

A19. Talking to other people relieves his stress.

A20.Wife is not respecting him; she insults him and calls him names.

PARTICIPANT B

B is a 35 years old woman. She is a qualified teacher from Sekgosese College of Education. She said that she has never worked as a teacher since 1994 to date. B pointed out that she is presently working at Dunns clothing store as a cashier. B further indicated that she is happy at Dunns because she did not like teaching with all her heart. B pointed out that she went for teaching to satisfy her mother because her mother wanted her to be a teacher. B stated that her studying years were a little bit difficult because she did not like teaching and to supplement that she worked part time jobs at Beige clothing store during weekends. B indicated that after completing her teacher's diploma she tried to look for a job as teacher but she never succeeded. She said that she was doing that to satisfy her mother who is having a heart problem.

In terms of support from family members B explained that her family was very much supportive financially, morally and socially. She pointed out that her family members were there for her during her studying period, motivated her and also gave her courage to continue during difficult times. She also mentioned that she supplemented geography during her final year and the family stood by her and helped her where they could. She further indicated that she got a great support from her family during her unemployment time. B indicated that her family members were also emotionally affected by her unemployment. B further stated that high number of unemployed teachers in her community and neighbouring villages comforted them because they realized that she is not alone in this situation, in fact there are many teachers who are not employed. B said that high unemployment rate amongst teachers is exacerbated by the choice of subjects they made during their studying years. She said that most teachers followed the general stream, which includes subjects like (history, geography and Sepedi) because they believed that they are easy. B stated that her expectation after graduating was to work as a teacher for few years and then after resign and do something different. She indicated that her family was also expecting her to get a better job. They never expected that she would end up working at Dunns. She pointed out that they are really not happy for the present job that she is doing but they have no options, as there are no teaching jobs.

B emphasized that community members are presently having a negative perception about education. She said that they think that education is not helping and they are always pointing at unemployed teachers as examples. B said that such talks from the community worries her and at times makes her feels small. She explained that other educated members of the community also treat them badly and this makes her feel sad and sometimes angry. She pointed out that she more often gets a lot of stress from community members because she feels that she is pressurized to get a better job. In terms of dealing with the stress of being an unemployed teacher B said that she learned to ignore some negative remarks. She indicated that sometimes she just make a joke about being and unemployed teacher. She said that she has also accepted her situation and she does not even bother herself about looking for a teaching post.

B indicated that she is currently not getting support from friends. She said that most of her friends from college are working as teachers and they avoid her. B indicated that there are no projects or programs in the community that are directly designed to help people who are unemployed and she said that this is one of the signs that shows that the community does not care. B said that she is selling medicines in the community and she does this by doing door to door. She said that this door to door strategy gave her an opportunity to help people who are HIV positive. She further said that she feels happy after helping those people and this help to restore her confidence. B indicated that education is important because it shapes people's minds. She said that she does not regret going to school and being educated. She clearly indicated that being a teacher is helped her in other ways and also helped her to deal with, and understands different people.

B said that being an unemployed teacher is frustrating. She emphasized that her self-esteem deteriorated when years and years pass by without been employed as a teacher. She said that she started to feel small about herself more especially after failing an interview. She said that sometimes she blamed herself for not finding a job. In conclusion B said that been an unemployed teacher on the other had was a golden opportunity to her because she learned to take whatever comes her way and make the best out of it. She said:

I started at Dunns as a cleaner and now I am a cashier. I am slowly but surely succeeding in changing my career. Dunns has offered me a free bursary to study retailing and management course at UNISA.

KEY TOPICS THAT EMERGED

B1. Did not like teaching at all, followed it to please her mother.

B2. Studying years were boring; she had to work on Saturday to make college years less boring.

B3. Family members were both financially and socially supportive during study years.

B4. Family member are negatively affected by her unemployment.

B5. They try their best to be supportive

B6. Presently working at Dunns clothing store and family are not happy about that.

B7. She is presently happy at Dunns she feels that she perfectly belong there

B8. Community member believes that education is unless and they point her as an example and this make her feel sad.

B9. Other educated member of community discrimination her and that makes her to feel angry.

B10. Pressure and community member to get a better job stresses her

B11. Try to be happy most of the time and cracking jokes in order to cope

B12. Accepted that she is an unemployed teacher and does not bother looking for teaching post anymore

B13. Friends are avoiding her.

B14. Sells immune booster to HIV positive people in the community and this make her feel good about herself ass she feels that she is helping others.

B25. Confirmed that being an unemployed teacher is frustrating more especially if unemployed for many years.

B16. Felt smart after failing teaching interviews.

B17. Blamed her for not getting a job.

B18. Self-esteem deteriorated as years and years pass by without getting a job.

B19. Being an unemployed teacher was a blessing in disguise.

PARTICIPANT C

Participant C is a 35-year-old single man. He is in possession of a Senior Teachers Diploma from Bochum College of Education. Participant C has been unemployed for 10 years 3 months. He never worked since he graduated in 1994.C asserted that he has been trying hard to find a job as a teacher but his efforts were in vain. C pointed out that it is very much frustrating more especially if you are a man. He described unemployment as a hard process, where he said:

> *It is hard for me. I am smoking cigarette and drinking beers and when I go out for a drink people often tease me by saying come on, I will buy you a drink because you are not working.*

C said that all this comments made him to avoid social situations and spent most of his time indoors if he had nothing serious to do. He also expressed the hardship of being unemployed in terms of being dependent on other people for survival. He said that he is presently depending on his mother old age grant for survival.

C stated that he chose a teaching career because he likes helping other people. He also pointed out that good working conditions, good salary as well as many holidays motivated him to follow a teaching career. C asserted that he is presently disappointed and discouraged by the fact that he is unemployed and this has a negative effect to his love for teaching.

C said that his father was responsible for payment of his college fees. He further stated that he was also financially taking care of other things. During his studies as he was co-owing a hair salon with a friend. C indicated that family members were also supportive during his studying period. C defined his family members presently as supportive and not supportive. He said that he is presently getting support from his sister in-law who is also an unemployed teacher. He said that both of them are selling ladies' bags, straw heads and wallets. He referred to the rest of the family members as not being supportive. He

attributed lack of support from family members to his poor financial status and being unemployed. He stated that family members are not informing him about major decisions and changes in the family. He just sees things happening in the house. He expressed his feelings as follows.

> *It is very much hurting and painful. I feel that I am treated like a baby just because l am financially powerless.*

C described his friends as being supportive and not supportive. He stated that there are friends who are still supportive and those who left him because he is unemployed. He mentioned that one of his friends whom he co-owned a hair salon with withdrew his financial assistance towards the salon when he realized that he is unable to get a job. C said that he has learned to accept things as they come in order to avoid stress related illnesses.

In terms of expectations, C said that his family was expecting that he would get a job as a teacher after completing his diploma. They were hoping that he would work and be in a better position to assist them financially. His girlfriend was also expecting to live a luxurious life. C defined his present relationship with his friend as good and he further stated that she respects him.

C declared that his main expectation when he graduates was to work as a teacher and helps his family financially. He stated that he was also aiming to marry and have his own family. C maintained that most of his friends are married and they have their own families. He said that he is presently 35 years old but not yet married and the worst part is that he does not even know when he is going to get married .He said that this is actually frustrating him and he also feel small.

C emphasized that he was applying for the vacant teaching posts he saw from the newspaper and those he heard over the radio. He said that he also visited some of the schools personally looking for a job. He mentioned that he attended interviews in the past

years but he never succeeded. C declared that attending interviews is stressing, as there is a lot of nepotism and favouritism in schools. He said that many schools use "son of the soil" principle and this put them out in interviews because the first preference is given to the son of the soil irrespective of the performance in the interview.

C feels that the community members are also affected negatively by high rate of unemployed teachers. He pointed out that most community members feel sorry for them. However, he stated that there are few people in the community who are not supportive and who blame them for not working.

C indicated that high rate of unemployment in the community has change attitude of other people in the community towards education. They think that it is useless to be educated because even if you are educate you still struggle like any other people who are not educated to get a job. A perception towards teaching as a career has changed drastically. Even educated people see a teaching career as a useless career and they even look down to teachers. Teacher no longer earn high respect in the community.

C mentioned that high rate of unemployment teachers is due to the fact that many people after he democratic era were flocking for teaching because it was easily accessible as there were many colleges of education and the fees were also affordable.

In terms of coping with unemployment C said that he is taking part in the community projects and his involvement in the community keep him busy and help to ease down his stress. He indicated that he is participating in the following projects. Peace projects, its main focus is on building pre- school in the community, village bank which is concerned about raising and managing community funds. He is also a soccer coach of the local teams. C maintains that by participating in the community he realized that he is adding value to the community and people appreciate his contribute and that give also said that he has accepted himself and his situation.

C views education as important aspects in one's life. He said education shape and open one's thinking. He said that education leads to emotional maturity. He explained this by saying that education people do not dwell much on the past, they are able to deal with things and move on. He said that he encourage people to be educated.

C explained his experienced of unemployment in the following way. Being an unemployment teacher is hard. Sometimes you become hard on yourself and also blame yourself not getting a job. He said that during the process of being unemployment you loose confidence. Some people in the community disrespect you and treat you like dirt. He also pointed out that as an unemployed teachers there are times were you feel that your family member are neglecting you and that they are tired of supporting you financially. C said that he more often experience feelings of emptiness and helpless.

In conclusion C said that it is heart breaking to be an unemployed teacher. He said that local school denies them opportunities to be volunteer teachers. He said that he has been unemployed for many years and he feels that if it might happen that he get a teaching post tomorrow this can actually frustrated him as he has lost touch with educational matters and is no longer confident about his teaching skills.

D stated that he has been unemployed for six years three months. H said that never even worked as a temporary teacher. D expressed his feelings by saying that:

> *For the past three years I was not even having courage to look for a job. I felt hopeless and discouraged because I never thought that I could spend a year without being employed. Six years of unemployment is something I never thought of.*

KEY TOPICS THAT EMERGED

C1. Difficulties of unemployment for example, people teasing him about being unemployed.

C2. Not happy about being financially dependent on his mother's old age pension.

C3.Admired teaching and was also motivated by good working conditions, good salary and many holidays.

C4. Presently has negative attitude about teaching.

C5. He managed to achieve his vision of becoming a teacher through the financial support from father and friends.

C6. Lack of support from family members during unemployment leads to hurt feelings.

C7. Frustrated when a friend withdrew financial assistance during a critical time of unemployment.

C8. Some community members feel sorry for him and this indicates assign of support.

C9.Feels pressurized by the expectation from community members to get a better job.

C9. Disappointed for not been able to meet family expectation.

C11. His unmet expectation of getting a job and helping his own family is stressing him.

C12 Unsuccessful process of searching for a job resulted in loss of hope.

C13. Negative criticism about education make him feel that he has wasted time and money by being educated and this result in feeling small about him.

C14. Unemployment is hard and sometime he becomes hard on himself.

C15. He often blames himself for being unemployed.

C16. Lost self –confidence due to unemployment.

C17. Experience a lot of disrespect from community members who also treat him like dirt.

C18.Experienced feelings of helplessness when family member neglected him.

C19. Long-term unemployment is frustrating because during the process he lost touch with educational issues.

C20.Being involved in community project helped to ease down his stress.

C21.Being unmarried at the age of 35 years makes him feel small and frustrated.

C22.Attending interviews is stressing due lot of nepotism and favouritism.

C23.Son of the soil principle used by many school is frustrating.

C24.Some community members blame him for being unemployed.

PARTICIPANT D

D said that he followed a teaching career because loved teaching. He indicated that he was looking forward to be a teacher and he never imagined himself being unemployed. D said that he was struggling financially during his studying period because her single mother could not afford to meet all financial demands of the university. He pointed out that he had a loan and some of the relatives were helping him financially. D indicated that due to the financial difficulties he had during studies he stayed outside university campus, as he could not afford to pay for university accommodation. He said that his studying years were hard but he managed to focus on his studies despite all difficulties he was encountering because he believed that studying pains will soon come to an end when he will be working as a teacher. D expressed his feeling of unemployment in the following way.

> *Right now I feel that I persevered for nothing, I am still struggling. The fact that I am not working tortures me day in and day out. Right now I am of no help to my brothers and sisters. I feel that all my money and efforts have gone down the drain. Just imagine how painful it is to spend your last money on educating your child for four years hoping that he will work and plough back. But only to find that everything was a waste when he completed his degree and sits at home with qualifications. It is heartbreaking.*

D pointed that he had two categories of friends. He said that he had friends who supported him and encouraged him to work hard at school and those who were not motivating and wanted him to abort his vision of being a teacher. D indicated that his expectation after completing his studies was to work as a teacher and helps his family to live a better life. He stressed the fact that he was dreaming big dreams. He indicated that one of her dreams was to drive a nice car and live in a beautiful house. He said that waking up in the morning not having a plan for the day is frustrating. D indicated that he is sick and tired of people feeling sorry for him. He said that there are times he felt he would go mad. D also pointed out that his family had huge expectations and they are

struggling to come to terms with the present situation. D indicated that his love life is still under control. He said that his girlfriend is supportive but at times his unemployment stresses her.

D pointed that it is hard to cope with unemployment. He said that sometimes he feels that he is a failure. He indicated that he also experience feelings of embarrassment more especially when his former students who have seen him for a long time ask him where he works. He further stated that there are times when he feels that he does not want to meet any person that he knows from high school or university. He said that he becomes angry when they feel sorry for him. D said that going to church helps him a lot as it ease down hiss stress. He indicated that he is selling sport wear and it keeps him busy and helps him to forget about his problems for a while.

D stressed that community members are not supportive instead they reduce one's self-esteem. He said that some remarks from the community make him to feel that he is useless. He said that some community members told him that he is lazy and enjoys spending most of his time sleeping. D further indicated that his unemployment changed people's perceptions about education. D said that many people in the community think that going to college or university is a waste of time because even if you are educated you won't find a better job that you deserve. D maintained that people no longer respect teaching as a profession. He said that they even look down at teacher. D said that high unemployment rate amongst teachers is due to subjects choice at college. He said that most unemployed teachers are have majored in the same subjects.

D said that he is involved in the outreach programme run by his church. He said that in 2002 he was a committee member of Ditengteng advisory board. D said that he is not motivated to further his studies. He said that he fears that he will be wasting money as he might not be employed upon completion of his studies.

D said that it is hard to accept being unemployed. He said that he used to blame other people for his unemployment. He said that sometimes he experiences fear and anxiety

that he will never be employed as a teacher. D pointed out that there is a lot of nepotism in the interview process and this makes him to be scared that he will never find a job. Son of the soil principle, which is used by most of the schools to employ teachers, is also frustrating them.

KEY TOPICS THAT EMERGED

D1.Feels discouraged to continue looking for job.

D2. Felt hopeless as he never thought that he will spend many years being unemployed.

D3. Loved teaching very much and was looking forward to be a teacher.

D4. Studying years were difficult as he had financial problem.

D5. Relatives were financially supportive during studying years.

D6. Unemployment is torturing.

D7. Some friends motivated him to study hard at university.

D8. Others were not supportive at all.

D9. Having no plan for the day is frustrating.

D11. Family member are affected by his unemployment.

D12.They had huge expectations and now are disappointed, as their expectations were not meet.

D13. Hard to cope with unemployment and feels that he is failure.

D14.Being unemployment embarrass him when asked where he works.

D15. Avoid social contacts with former classmates and other people who are employed, as he feels small.

D16. Participating in church activities relieves his stress.

D17. Selling sport clothes keeps him busy and helps him to forget that he is unemployed for a while.

D18. Feels pressure from community talks that he is lazy and does not try hard to look for a job.

D19. Community members are not supportive instead they are stressing.

D20 Fear to further studies as he thinks that he will still be unemployed.

D21 Feels useless as he is of no help to the family.

D22. Other people blame him for not getting a job

D23.Son of the soil principle used by other school frustrates him further.

PARTICIPANT E

E is a 39 years old woman. She is a qualified teacher from Kwena Moloto College of Education. She has a Junior Primary Teacher's Diploma. E said that she never worked since she graduated in 1998. She said that she applied for teaching posts and attended interviews but she did not succeed. She indicated that she also consulted other people who are working as teacher to workshop her about how to handle interviews but still she failed in the interviews. She also said that she felt hopeless after submitting her application for the teaching post early this year. She indicated that the high number of unemployed teachers who were there to submit their applications letters for the post exacerbated her hopelessness.

E said that high rate of unemployed teachers is caused by the government's planning. He said that many colleges of education were introduced during the democratic government and admission was open to most people without balancing college admission with the labour market. She further indicated that choice of subjects by students also played a major role for teacher's unemployment. E pointed out that she followed a teaching course because she liked it. She said that her love for teaching developed when she was still young. She said that her teachers were her role models. E said that her mother was responsible for her college her studies financially.

E emphasized that unemployment is stressing and frustrating her. E said that she once volunteered to be a teacher at one of the primary school in Seshego. She said that her experience about volunteering is bad because there were posts advertised at the school were she volunteered, she applied but was not employed. E said that she was very angry and disappointed as she was not considered for employment while she volunteered for many months at that school. E indicated that she expected to get a job as teacher after completing her studies.

She further sated that she did not expect that she would be an unemployed teacher even though she knew that teachers are struggling to get jobs. E emphasized that her mother

was expecting her to get a better job and help in the upbringing of her siblings. E said that she is disappointed because her expectations were not met she further indicated that her mother is also disappointed but she tries to give her courage that one day things will be better. E pointed out that her siblings are very much supportive and relate well with her. She said that her mother is still supporting her financially and she does not feel good about that and as the result she spend most of her time staying with her boyfriend in Seshego.

E said that she does not have energy and motivation to further her studies. She pointed out that some of her friends are supportive while others are not supportive. She said that some of her friends changed after getting jobs. E indicated that her boyfriend is very much supportive and understanding. E said that she was once depressed by being unemployed and attended therapy sessions. She said that now she has recovered and has learned to be positive about life that even if she is not working for a salary but there is things that she can do in life.

She said unemployment stole her self- esteem and she saw herself as nothing and she was convinced that she is a failure. She said that she also failed her mother who worked hard to educate her. E said that in her community education is highly valued and it is seen as the key to success. She said that she is respected in the community and her mother is also respected. E stated that her unemployment status does not change people's perceptions about education. She said that community members trust that one day she will get a job as teacher.

E said that she still loves teaching. She further indicated that teaching is an important career but she will advice younger generation to be careful when choosing subjects and also encourage them to follow other professions. E said that she is not involved in any community projects. In conclusion E said that positive thinking about life is important as this will help you to survive even in difficult times.

KEY TOPIC THAT EMERGED

E1 .Feels hopeless after submitting application form for a job.

E2. Successive failure in the interviews frustrates her.

E3. Chose teaching because she liked.

E4. Being unemployed is stressing and frustrating.

E5.Was frustrated by being a volunteer teacher.

E6. Did not expect to be unemployed after completing her diploma.

E7.Presently disappointed, as her expectation was not meet.

E8.Family members are also affected negatively by her unemployment but the try to be strong for her.

E9. Siblings were very much supportive during studies

E10. Feels bad about the fact that she still depends on her mother for financial support.

E11.Friends support is viewed as important.

E12. Some friends left her after getting jobs.

E13Once depressed because of unemployment.

E14. Unemployment stole her self-esteem and she feels that she is nothing.

E15. Community members are supportive and have trust in her as an educated person.

E16.Involvement in community project helped her to gain confidence.

E17. Staying positive about life helps her to survive the hardship of being unemployed.

PARTICIPANT F

F is a 42years old married woman. She qualified as a teacher from university of Venda. F has been unemployed for 3years 3months. F pointed out that it is difficult to get a job as a teacher if you do not have networks with school principals. She said that there is a lot of nepotism in the teaching field more especially when coming to employment of teachers. She said that high rate of nepotism contribute to the feeling of hopelessness about employment. She said that she feels that her chances of being employed as a teacher are very slim and this often frustrates her. F pointed out she chose teaching career because she liked it. She further stated that many holidays and a good salary motivated her to be a teacher. F said that it is not nice to be qualified but not work. She stated that some community members doubt the authentic of her qualification and this makes her feel bad. F said that sitting at home and being an unpaid domestic worker is hurting. F stated his experiences as follows.

> *Sometimes I feel like a failure. If I failed the interview I feel like a looser and I feel bad.*

F stated that she often feels embarrassed when people ask her where she is working. She also pointed out that she becomes angry when people pretend to be feeling sorry for her. F said that she is having mixed feelings about teaching now.

F indicated that her husband was responsible for payment of her college fees. F stated that her studying years were difficult more especially that she had a newborn baby during her first year at university. F pointed out that in her community there was a belief that ladies are not supposed to be educated. She said that she wanted to prove that women have the potentials to be what they want to be and that motivated her to persevere. F indicated that she had support from both the two families during her studies. She said her family members encouraged her to work hard. She said that her mother in law stayed with her at Venda where she was studying for three months after she gave birth and this is a sign of support from the family. F further indicated that friends stood by her during

thick and thin. She said that even now they are still supportive and try by all means to help her to get a job. She pointed out that if they hear that there is an advertised post they phone and encourage her to apply. F said that her family members were expecting her to get a job as a teacher so that she can be able to look after her brother children's who passed away. F said that family members are presently disappointed that things did not go as they wished. F indicated that she was also expecting to get a job, work and help her family financially. F said that she tried to look for a teaching job and other jobs besides teaching but she failed.

F said that after completing her degree she enrolled for ABET certificate thinking that this will enhance her opportunities of getting a job. She indicated that it is still difficult for her to get a job. F pointed that community member's gossip about her and other unemployed teachers in the community. She further indicated that some community members blame them for not getting a job; she said that it is out of their own ignorance that they are not working because they chose a teaching career knowing that it is difficult for teachers to get jobs. F also pointed out that there are some people in the community who are understanding and supportive. F stated that she is disappointed that she is highly educated but not working and this is very much stressing. She further indicated that she sometimes feels that she has wasted time, money and energy studying because her main objective of being educated was to get a better job. F said that she draw comfort from high numbers of unemployed teachers.

F said that she is an SGB member in one of the local primary school and she is also volunteered to teacher old people in the community who are illiterate. In conclusion f said that been an unemployed teacher is painful because people lose trust and confidence in you that you ca really help them in terms of educational matters. She further stated that your own children also do not trust your judgement in educational issues. She said that other people start to doubt your qualifications; they think that maybe you bought them.

KEY TOPICS THAT EMERGED

F1.Nepotism and favouritism contribute to feelings of hopelessness about being employed.

F2.Often feels that her chance of being employed is slim this frustrates her.

F3.Liked teaching as a career and was further motivated by good salary and many holidays.

F4.Community member say that she bought her qualifications and this make her feels bad.

F5. Staying at home doing nothing with qualifications is hurting.

F6. Have feelings of being a failure after unsuccessful interviews.

F7.Feel embarrassed when people ask her where she works.

F8. Becomes angry when people pretend to be feeling sorry for her.

F9. Presently having mixed feelings about teaching as a career.

F10. Has difficult during studying years with a newborn baby.

F11.Family members encourage her to study hard during studying years.

F12. Friends believed in him and stood by him trough thick and thin.

F13. Family members are disappointed because things did not go as they wished.

F14. Feels bad that her expectation of being a teacher is not meet.

F15Community members are gossiping about her and other unemployed teachers.

F16. Community members blame her for not getting a job.

F17. Stress by being a graduate but not working.

F18Other unemployed teachers comfort her and she feels that she is not alone.

F19. Being unemployed is painful, as people loose trust in you.

F20.Participating in community project made her realized that she is not a total failure.

PARTICIPANT G

G is a 40 year's old married man. He has a Senior Primary Teachers Diploma from Bochum College of Education. G pointed out that he has been unemployed for 6years 3 months. He said that he never got a job after completing his diploma. G said that he has tried his best to look for a job but everything was in vain. He said that at times he doubted his abilities in as far as the interviews are concerned because he was forever receiving negative responses after attending the interviews. G said that he consulted other people who have gone through the interview process to help him but still he failed the interviews until he realized that the interview process is not fair at all. He indicated that there is a lot of favouritism, fraud and nepotism in the interview process. He stressed those things like that are demoralizing. G said that he also tried to apply for other posts besides teaching but he did not succeed.

G said that he followed a teaching career because it was a calling for him. He also indicated that he loved teaching with all his heart. G stated that his father was responsible for payment of his college fees. He also indicated that his brothers were also helping him financially when he was at college. G further stated that he was staying with a relative during his studying years at college and he was not paying for the accommodation. He said that this is some of the support he got from relatives during his studying years. G indicated that his friends were very much supportive during his studying years. He indicated that there were times he felt discouraged to continue with his studies and his friends were there for him. G said that he is a teacher today because of his friends who believed in him and encouraged him during difficult times.

G further stated that family members were also supportive during his studies more especially his sister in law lifted him up when he was about to give up. G said that his studying years were difficult as he constantly failed physical science which was one of his favourite subjects. He said that this frustrated him a lot. G said that friends and family members were his primary support group during difficult times and knowing that he has a good support system helped him to overcome his frustrations. He said that reading

motivational books also helped him during his college years. G said that family members are actually affected by his unemployment but they are trying their best to be supportive and understanding. G pointed out it is really hard for her mother and she believes that G has been bewitched.

G said that he was very much disappointed when he realized that he it is quiet difficult to get a teaching post which means that she is not going to do what he was called to do that is being a teacher. He said that even though he did not get a job as a teacher he tried his best to help other people through participating in the community projects. G said that he feels happy after helping other people and this makes him feel that he is important in the community. G stated that he still loves teaching and he is positive that one day he will get a teaching post According to G high unemployment rate amongst educators is due to the fact that many people followed a teaching career because they did have knowledge about other careers. Teaching was the only career, which was accessible to most black people.

G said that there are other members of the community who seem to be supportive and they respect them as educated members of the community and there are those who look down at them. G said that being aware that there are people who care and respect you for who you are makes him feel important. He further stated that being involved in community projects helped him to cope with the stress and frustrations of unemployment.

G said that unemployment is an overwhelming experience more especially when you are educated. He further indicated that there is a lot of pressure from the community members to get a better job because you are educated and this at times stresses him. He further indicated that during the process of unemployment he lost confidence in himself more especially after failing several interviews. He further indicated that the long-term unemployment also has major negative effects on one's health.

KEY TOPICS THAT EMERGED

G1.Have feelings that he is not good enough after falling interviews.

G2. Nepotism and favouritism in as far as interviews are concerned is demoralizing.

G3. Teaching was a calling for him.

G4.Family was supportive both financially and morally during studies.

G5. Friends were there for him during studies.

G6 .Studying years were frustrating as he failed one subject every year.

G7. Huge support from friends and family members helped him to deal with studying frustrations.

G8. Reading motivational books helped him to deal with difficult time.

G9.His unemployment affected other members of the family negatively.

G10. Feels disappointed for not doing what he was called to do.

G11.Being involved in community project made him feel a sense of achievement.

G12. Positive that one day he will get a job.

G13.Support from family members makes him feel important.

G14.Unemployment is an over whelming experience more especially if educated.

G15. Feels pressure from community members to get a better job.

G16. Long-term unemployment results in low self –esteem.

G17.Family member and friends were supportive during unemployment.

PARTICIPANT H

Participant H is a 32 years old married woman. She qualified as a teacher from Kwena Moloto College of Education. She has a Junior Primary Teachers Diploma. H stated that she has been unemployed for 8 years 3 months. She said that it is hard to get a job because there are many unemployed teachers.

H pointed out that she chose a teaching career because she likes to work with people and sharing knowledge. H described her studying years as difficult because she was a day scholar student. She said that she was travelling from Ga- Legodi (where she was staying) to Seshego (which is about 30km) every day and she was using public transport which was not always. She pointed out that there was only one bus from her place to Seshego and as result she was waking up in the morning and came back late in the evening and she was always tired. She assert that she was forced to travel because her mother would not afford hostel fees with her little disability grant.

He indicated that family members and relatives were very much supportive both socially and financially during her studies. She also pointed out that friends were also supportive and during difficult times. Community members encouraged her to work hard looking at her family background that one day she will be able to help her family.

H declared that community members felt sorry for them, as their living conditions were far beyond what is said to be an average standard of living. She indicated that sometimes they went to sleep with empty stomachs. She further indicated that even now there are days when her family spend days without food. H asserted that this situation stresses her because she feels that she is the one who must be responsible but unemployment has turned her to be useless. She said that she feels helpless.

H denoted that the main expectation of people who supported her during her studies was for her to get a job, work and assist her family. They were also expecting her to build a better house for the family because all family members are living in a one-roomed house.

H said that her expectation was also to find a job as a teacher upon completion of her studies. H indicated that when she graduated from college other qualified teachers were struggling to find jobs and there also those who have already spent some years being unemployed but she thought and hoped that she will get a job or at least some temporary teaching posts. H emphasized that her unmet *expectation makes* her to feel like a looser in life. H further stated that people who supported her for example, relatives and family members are disappointed because their expectations and wishes turned into nothing. The situation is still the same and there is absolutely nothing she can do to change the situation

H further indicated that applying for posts and not been called for an interview to some extent confirmed her feeling of been a loser. She also revealed that she stopped applying for teaching post for the past two years because her morale and motivation were down and she lost hope that she will ever succeed in terms of getting a job. H mentioned the fact that he once volunteered at a nearby school hoping that she will gain experience, which will help her in the interviews. She indicated that volunteering did not help her because a post was advertised at the same school where she was volunteering but she was not even invited for the interview. H stated that there is a lot of nepotism and favouritism in terms of hiring teachers. She made it clear that if you do not have connections and networks you are mostly likely not to get a job.

H said that she is presently doing nothing in terms of academic issues. She is taking care of the house and her child and she is presently expecting another baby. H described her relationship with her husband fine. He further stated that his husband is very much supportive both emotionally and financially.

H explained that after realizing that she is not succeeding in getting a teaching post she started looking for a job in the restaurant, clothing stores and furniture shops but he did not succeed. Presently her husband does not allow her to look for other jobs.

H asserted that his love for teaching has not changed. H revealed that most teachers did same subjects at college, for example, history, Sepedi, geography, and biblical studies and this is a reason for high rate of unemployed teachers. H reiterated the fact that community members are supportive. She said that they also respect her. She further stated that community members are also helping her to find a job. H declared that if they hear that there is a vacant teaching post at a particular school they tell her and encourage her to apply. However, h also presented another dimension that there are some members of the community who gossip about unemployed teachers saying that it is their fault that they are not employed. Some doubt their abilities and think that they are stupid.

H emphasized that high rate of unemployed teachers has changed the perceptions of some people about education. H indicated that other people think that education is not important because even educated people are struggling to get jobs while others are working lousy jobs with diplomas or degrees. H also made it clear that some members of the community look down at unemployed teachers because their qualifications do not give them bread.

H commented that the support she gets from family members, friends and relatives helped him to cope with unemployment. She indicated that she draw comfort from the fact that there are many qualified teachers who are unemployed. She further stated that she has accepted the fact that she is not working. She said that she has learned to be positive and believe that one-day she will get a job. H maintained that reading books and magazines about stress management helps her to her stress manages.

In terms of community involvement she indicated that she is not involved in any community project. She said that as a member of the community she supports other projects and attends general community meetings.

In conclusion H stated that being unemployed for a long time is damaging. She emphasized that self – esteem deteriorates. H said that there were times that she was hiding the fact that she was unemployed more especially when she was amongst educated

people as this often embarrassed her. She also said that she is ashamed to tell people about her qualifications. H declared that she does not like to attend graduation ceremonies due to the fact that she is unemployed. H reiterated the frustrations she experienced when applying for post and not been invited for the interviews.

KEY TOPICS THAT EMERGED

H1.Motivated by good working conditions, salary and many holiday to choose teaching as a career.

H2. Studying years were difficult as she was travelling everyday from college to home.

H3.Family members were supportive both financially and socially during studies.

H4.Friends were supportive and they encouraged her to study hard.

H5. Community members encourage her to work hard so that she can be able to help family in future.

H6.Community members felt sorry for her and help her to find a job

H7.Sheis disappointed for not being able to meet both her expectations and the family's expectations

H8 .Feels helpless, as there is nothing she can do to change her family situations.

H9. Feels like a looser when not invited for the interview.

H10.Stopped Appling for teaching post as she lost hope of getting post

H11.Frustrated by nepotism, which is rife in the employment, processes.

H12.Some community members blame her for being unemployed.

H13 People's negative remarks about education makes her feel stupid and useless.

.H14. Support from friends and family members comforted her.

H15. High unemployment rate amongst teachers is a source of comfort as she feels that she is not alone in this situation.

H16. Reading books on stress management helps her to control hers tress

H17. Long-term unemployment destroys self –esteem

H18. Hiding the fact hat she is unemployed for many years, as she feels ashamed.

H19.Felt embarrassed when people ask her where she works.

H20. Ashamed to tell people her qualifications.

H21. Stressed by unemployment.

PRELIMINARY ANALYSIS OF DATA

Deciding on a career

Positive indicators	Negative indicators
H1	B1
G3	
F3	
E3	
D3	
C3	
A1	

Hardship of unemployment	Studying difficulties
A 8,9	H2 B2 boring
C1	G6
C2	F10
	D4
	A3

Psychological experiences

Pain, torture	Discouraged	Ashamed	Bad feeling	Embarrass	Low-Esteem	Press
D6	D1	H18	A10	D14	A11	C9
F19	G2	A20	E10	F7	B16,18	D19
G14			F4	H19	C13,16,22	G15
C6			F14		D15	
			G1		E14	
					G16	
					H17	

Helpless	Failure	Hopeless	Disappointment	Frustration	Blame	Stress	Sadness	Anger
C19	A17	C12	C10	C7,20,22, 24	B17	C11	B8	B9
D2	D13,22	E1	C7	A12,16	C15	D20	F5	D10
H18	F6	F1	H7	B15	C25	E4		F8
	H9,13	H10	E7	D9,15	D23	E13 de		
		D2	G10	E2,6	F16	F17		
				F2	H12	H21		
				H11		A15		
				G6		B10		

Support system

Family positive indicators	Negative indicators
C5	C6,19
A4,2	B6
B3,5	
D5	
E8,9	
F11	
G4,17	
Friends positive	Negative indicators
H4	B13
G5,7	D8
F12	E12
E11	
D7	
C5,6	
Community positive indicators	Negative indicators
C8	C14

THEMATIC CATEGORIZATION BY PARTICIPANTS

1. ON DECIDING TO BE A TEACHER

PARTICIPANT A

- Wished to share ideas.
- Provide knowledge.
- Wished to further own knowledge.

P 7 Para 4.

PARTICIPANT B

- Parent choice.
- Mother whole hearty wanted to be a teacher.
- However mother's dream of becoming a teacher was not fulfilled, she motivated B to take up a teaching diploma.

P 14 Para 3.

PARTICIPANT C

- Wished to help others.
- Share knowledge.
- Thought teaching provided a good salary, good working conditions, many holidays and less workload.
- Sufficient job opportunities.
- Wished to be in contact with children and young adults.
- Developing their minds and preparing them for adulthood.

P 21 Para 3.

PARTICIPANT D

- Had a love for teaching.
- Felt it was a calling.
- Always had imagined being a teacher

P 26 Para 2.

PARTICIPANT E

- Liked teaching.
- Loved helping others and working with young people.
- Teachers were role models.

P 33 Para 5.

PARTICIPANT F

- Liked teaching.
- Felt teaching is an interesting career where one can make a difference in other people's lives.
- Saw teaching as a better career for women.
- Thought teaching provided a good salary and many holidays.
- Felt teaching would provide opportunities to spend time with family members.

P 39 Para 2.

PARTICIPANT G

- Felt teaching was a calling.
- Had a love for teaching.
- Liked sharing knowledge, which leaves G with the feeling of fulfilment.
- Wished to help others.
- Liked working with children and young people because they are more open to learning.

P 46 Para 4.

PARTICIPANT H

- Liked working with people.
- Sharing knowledge
- Wished to help others.
- Felt teaching will give an opportunity to change other people lives.
- Teaching was fascinating.
- Teaching gives a feeling of fulfilment.

P 51 Para 2.

2. FACTORS ASSOCIATED WITH PROBLEMS WHILE STUDYING

PARTICIPANT A

- Struggled to make ends meet.
- Struggled to buy food.

P 7 Para 10.

PARTICIPANT B

- Supplemented geography in the final year.

P 15 Para 9.

PARTICIPANT C

- No problems encountered.

PARTICIPANT D

- Struggled financially during studies.
- Went to class on an empty stomach.
- Study residence had no electricity.
- Restricted to the library especially after schooling hours.

P 27 Para 4 and 6.

PARTICIPANT E

- No problems experienced.

PARTICIPANT F

- Had no energy to study due to pregnancy.
- Difficult to study with a newborn baby.
- Had sleepless nights due to baby cries.

P 40 Para 10.

PARTICIPANT G

- Supplemented physical science for many years.
- Lost hope to complete studies.
- Showed good understanding of work content but got low marks or failed tests and exams.
- Had arguments with parents for thinking that G was not giving adequate attention to G's work.

P 46 Para 8-9, P 47 Para 12.

PARTICIPANT H

- Long distance travelling was affecting scholastic performance negatively.
- Limited opportunities to library and other campus facilities.

P 51 Para 4.

3. PRACTICAL ASPECTS OF UNEMPLOYMENT

PARTICIPANT A

- Unable to support family financially.
- Wife disrespects him.

- Forced to do female chores.

P 10 Para 43, P 11 Para 50-51.

PARTICIPANT B

- No problems experienced

PARTICIPANT C

- People teasing him about being unemployed.
- Had no money to buy cigarettes or beers.

P 20 Para 2.

PARTICIPANT D

- Mother was the only one employed.
- Worked as a domestic worker and was unable to support the family financially.

P 27 Para 5.

PARTICIPANT **E**

- All family members {5} stayed in a small tin house.
- Stayed for days without food.
- Poor housing conditions.

P 32 Para 1, P 33 Para 6.

PARTICIPANT F

- Husband was also presently unemployed.

P 43 Para 28.

PARTICIPANT G

- Unable to support family as the father.

P 49 Para 20.

PARTICIPANT H

- Living in a small house made of wood with spaces in between the wood.
- Went to bed on an empty stomach
- Mother was forced to work in the fields in spite of her health conditions.

P 52 Para 6.

4. PSYCHOLOGICAL ASPECTS OF UNEMPLOYMENT

PARTICIPANT A

- Felt small for being unable to fulfil responsibilities as man.
- Felt useless by unemployment.
- Wife's financial problems stressed A.
- Unmet expectations of being a teacher frustrated A.
- Stressed by bad community talks.
- Was hurt and feel pain when told that he is nothing.
- Frustrated when wife does not understand and is impatient about as unemployment.

P 9 Para 32, P 10 Para 36, 37, P 11 Para 45, P 11 Para 53, 57.

PARTICIPANT B

- Worried when people talk bad about teaching. Tp last para line 9.
- Felt small by people's negative remarks and criticism Tp 21 1st para line 4.
- Got stressed when community said he/she trying hard to get a job.
- Self-esteem deteriorated as years pass without being employed.
- Blamed self for not getting teaching job.
- Felt small and doubted self.

P 16 Para 14,15,16,17, P 18 Para 25-26.

PARTICIPANT C

- Frustrated by unemployment.
- Disappointed for not getting a teaching job.
- Discouraged.
- Felt frustrated and embarrassed for being unmarried.
- Was hard on self.
- Blamed self.
- Lost confidence and self-esteem.
- Felt neglected by family.
- Felt helpless and empty.
- Blamed by community for being unemployed.
- Stressed by interviews.
- Experienced hurt and pain during unemployment due to lack of family support.

P 20 Para 1-2, P 22 para 8-9, P 23 Para 15.

PARTICIPANT D

- Felt hopeless and discouraged.
- Tortured by unemployment.

- No plan for the day was frustrating.
- Felt was going mad.
- Felt like a failure.
- Felt embarrassed.
- Experienced low self-esteem due to negative community comments.
- Felt being nothing, useless.
- Scared to further studies due to many years of unemployment.
- Blamed others for not being employed.
- Experienced fear and anxiety that he/she would never get a lob.
- Did not want to meet other people.

P 26 Para 1, P 27 Para 6-7, P 28 Para 10, P 29 Para 15-16.

PARTICIPANT E

- Felt hopeless for getting a teaching job.
- Felt stressed, frustrated and lost as unemployed teacher.
- Felt angry, disappointed and hopeless when not employed as a volunteer.
- Unemployment disappointed E.
- Embarrassed by being financially supported by mother.
- Feel uncomfortable staying at mother's house.
- Stressed by unemployment and lost self-esteem.
- Saw him/her as failure in life.
- Felt that he/she failed mother.
- Felt like a fool, knowing nothing after unsuccessful interview.
- Felt planet earth is not a good place to stay.
- Questioned purpose for living.

P 35 Para 16-17, P 37 Para 24-25.

PARTICIPANT F

- Hurting to be unpaid domestic worker.
- Felt like a failure.
- Felt bad and being a looser.
- Stressed when there is no money. Frustrated when asked where he/she works.
- Avoided company of educated, working people as felt uncomfortable.
- Blamed by community for being unemployed.
- Stressed by having qualifications but unemployed.
- Frustrated by unmet expectation of being a teacher.
- Staying at home was stressing.
- Felt ashamed.

P 39 Para 4, 5, 6.

PARTICIPANT G

- Demoralized by favoritism and nepotism in the interviews.
- Disappointed.
- Unemployment was an over whelming experience.
- Pressurized self to get job.
- Pressurized by others to get job.
- Painful experienced.
- Lost self-confidence.
- Lost trust of getting a teaching job.

P 45 Para 1, 2, P 48 Para 14, P 50 Para 24.

PARTICIPANT H

- Disappointed, confused and frustrated because cannot help family.
- Stressed and frustrated.
- Lost hope for applying for teaching post.
- Felt hopeless and useless to parent
- Mind damaged by unemployment.
- Unemployment resulted in low self-esteem.
- Ashamed to tell people that are unemployed.
- Ashamed to tell people that are unemployed.
- Avoided social contact with educated, working people.
- Felt embarrassed when asked where he/she works.
- Frustrated by unemployment procedures for teachers.

P 52 Para 7-8, P 53 Para 11, P 55 Para 21, P 55 Para 22.

5. SOCIAL ASPECTS OF UNEMPLOYMENT

PARTICIPANT A

- Father and brother supported financially.
- Encouraged and motivated by friends to study at university.
- Friends called him/her to his place to look for a job. Friend gave him/her transport fare.
- Friends visited hi/her.
- They are open and they discussed and share difficulties.
- Friends help him her to get a job.
- Help him/her financially.
- Other community members are supportive while others are not.

P 7 Para 5,6,12, P 8 Para 15-16, P8 Para 23, P 9 para 25.

PARTICIPANT B

- Brothers and sisters were supportive financially, morally and socially.
- Stood by B during B studies.
- Gave him/her courage and motivation during supplementary.
- Elder sister helped academically.
- Some friends are supportive and others are not supportive.
- Some friends neglected him/her because she/he is not a teacher.
- Some friends thought that he/she would be a financial burden.
- Those who are unemployed teachers are supportive are supportive and helpful.
- Help each other to find jobs.
- Help each other financially.
- Husband is supportive, caring and encouraging.
- Husband is one of his/her stress reliever.
- Husband provides him/her with a shoulder to lean on.

P 15 Para 9, P 17 Para 19, P 19 Para 29.

PARTICIPANT C

- Father supported financially during studies.
- A friend helped him financially during studies.
- Friend withdrew financial assistance when was unemployed.
- Sister in law was supporting, understanding and encouraging.
- Other family members were not supportive.
- Felt that he/she is treated like a baby because is unemployed.
- C is not told family decisions, just saw things happening.
- Other friends are supportive.
- Other are no longer supportive, they have changed.
- Friends left him after getting a job as a teacher.
- Some community members feel sorry \, prayed and wished him good luck.
- Other community members look at him.
- Others spread rumours that he did not pass well.

P 21 Para 6, P 22 Para 8, P 22 Para 10, P 23 Para 15.

PARTICIPANT D

- Relatives helped during studies.
- Encouraged and motivated by good friends to work hard.
- Some friends were supportive and he learnt from them.
- Negative criticism from bad friends motivated him.
- Community members are viewed generally as not supportive.
- Other community members said that he/she was lazy and enjoyed spending time sleeping.

- Few community members were supportive and helped him/her to find a job.

P 27 Para 4, P 27 Para 8.

PARTICIPANT E

- Supported financially by mother.
- Some friends were supportive and other was not.
- Some encouraged and motivated.
- Others said teaching is useless.
- A friend left him/her after getting a job as a teacher.
- Had friends who are working as teachers and are still supportive phoned and made appointments to meet.
- Relate well with siblings.
- Understand that it is not by choice for being unemployed.
- Sister who was also an unemployed teacher was supportive.
- Respected by community.
- Community view hi/her as an eye of the community

P 33 Para 6, P 34 Para 13, P 35 Para 15.

PARTICIPANT F

- Husband supported financial during studies.
- Husband family and own family was supportive.
- Parents encouraged him/her to work hard.
- Brothers and sisters were supportive, gave moral support.
- Husband family was supportive.
- Mother in law stayed with him/her at Venda for 3 months after birth.
- Friends stood by him/her during thick and thin.
- They were supportive, open and warm.
- The available for him/her if needed to talk.
- Encouraging.
- One friend was so supportive during studies, helped with schoolwork.
- Helped financially.
- Helped him/her to get a job.
- Encouraged him/her to submit application if there were posts.
- Husband was supportive and understanding.
- Children are supportive and helped to find a job.
- Community member's gossip.
- Talks anything without considering whether it will hurt or not.
- Talk about teaching profession badly.
- Other community members blame unemployed teachers for being unemployed.
- Experience both positive and negative remarks from community.

P 40 Para 8, P 40 Para 12, P 41 Para 13, P 42 Para 17, P 42 Para 20.

PARTICIPANT G

- Father and brother supported financially during studies.
- Friends were supportive.
- Gave courage when discouraged.
- Friends were there during difficult time when hope was lost.
- Supplemented physical science and friends supported fully.
- Sister in law was supportive during studying years.
- Respected by community members.
- Gave trust on him/her that he/she can help them.
- Few people in the community are not supportive.

P 46 Para 5, 8, P 49 Para 20, 21.

PARTICIPANT H

- Friends, family members and relatives were supportive both socially and financially.
- Friends gave courage when things were difficult.
- Family members were there and prayed for his/her success.
- Family helped with house chores to give him/her opportunity to study.
- Community members encouraged him/her to study hard.
- Mother and siblings helped her to find job.
- Husband was supportive and available if she/he needed to talk.
- He is encouraging and tries to make it feel that he/she is not working.
- Husband emotionally and financially supportive.
- Community feels sorry for him/her.
- Tried their best to help him/her to find job.
- Few community members gossip and think that he/she is stupid because is unemployed.

P 52 Para 5, 6, P 53 Para 13, P 54 Para 16-17, P 54 Para 19.

6. COPING WITH UNEMPLOYMENT

PARTICIPANT A

- Tried to take away problems from mind.
- Talking to other people when stressed.
- Reading books and stories about stress management.

P 10 Para 34.

PARTICIPANT B

- Working as a cashier at Dunns clothing store relieves stress.
- Call meeting and clear or solve problems.
- Feel better after talking.

- Singing.
- Cracking jokes.
- Accepted own situation.

P 17 Para 18.

PARTICIPANT C

- Participating in different community project helped him/her to cope with unemployment.
- Active involvement in community eased down his/her stress level.
- Realised that he/she is adding value to community.
- feedback from people gave him/her courage and hope in life
- Being in the company of others helped a lot
- Accepting his situation helped.

P 24 Para 18-19.

PARTICIPANT D

- Learned to accept being unemployed.
- Community participation helped.
- Going to church helped to cope with stress.
- Participating in church activities helped to forget problems for a while.
- Selling sport clothes kept him going.
- Talking to other people.

P 29 Para 15, P 31 Para 23.

PARTICIPANT E

- Accepted it, no longer staying with hope and complaining about being unemployed.
- Go out, to town just being away from home.
- Meeting people, talking and sharing ideas with others made him/her felt ok.
- Helping and guiding others.
- Dressing smart.
- Behaving, walking like someone who is working.

P 35 Para 16.

PARTICIPANT F

- Encourage and consoled self
- Told herself/himself that his/her day would come.
- Consult doctors or social workers if feeling stress.

P 43 Para 25.

PARTICIPANT G

- Support from friends, family helped a lot.
- Ignoring negative things and concentrating on positive things.
- Staying focused on education.
- Stick to personal goals.
- Reading magazines and other motivational books.
- Lectures provided support.
- Accepted own situation being positive about life.
- Got comfort from community involvement.

P 48 Para 13, P 50 Para 25.

PARTICIPANT H

- Support from friends, relatives, family members and husband and some community members help him/her cope.
- Knowing that he/she is not alone contributed to his/her coping.
- Consoled by large number of unemployed teachers.
- Accepted being unemployment for now.
- Being positive that one day he/she will get a job.
- Reading books and magazines about stress management.
- Help him/her to deal and manage own stress.

P 53 Para 13, P 55 Para 20.