

The Progress in Addressing Teacher Absenteeism in Indonesia

Dr. Syaikhu Usman – The SMERU Research Institute

Launching of RISE Programme in Indonesia

“EVALUATING HOW TEACHER REFORMS IN DECENTRALISED INDONESIA CAN PROMOTE LEARNING GAINS”

Grand Sahid Jaya Hotel, Jakarta, Indonesia
Tuesday, 26 September 2017

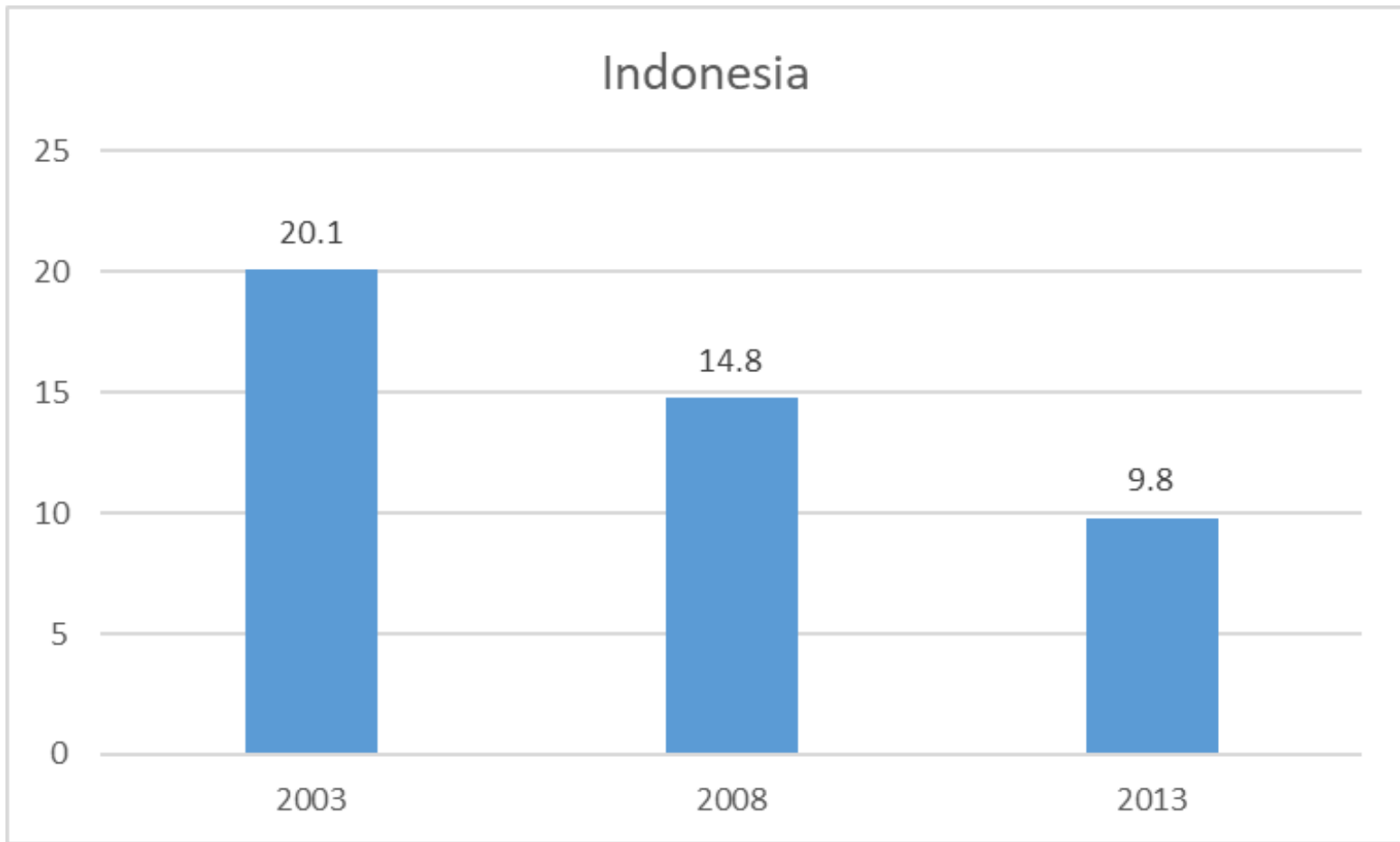


MATHEMATICA
Policy Research

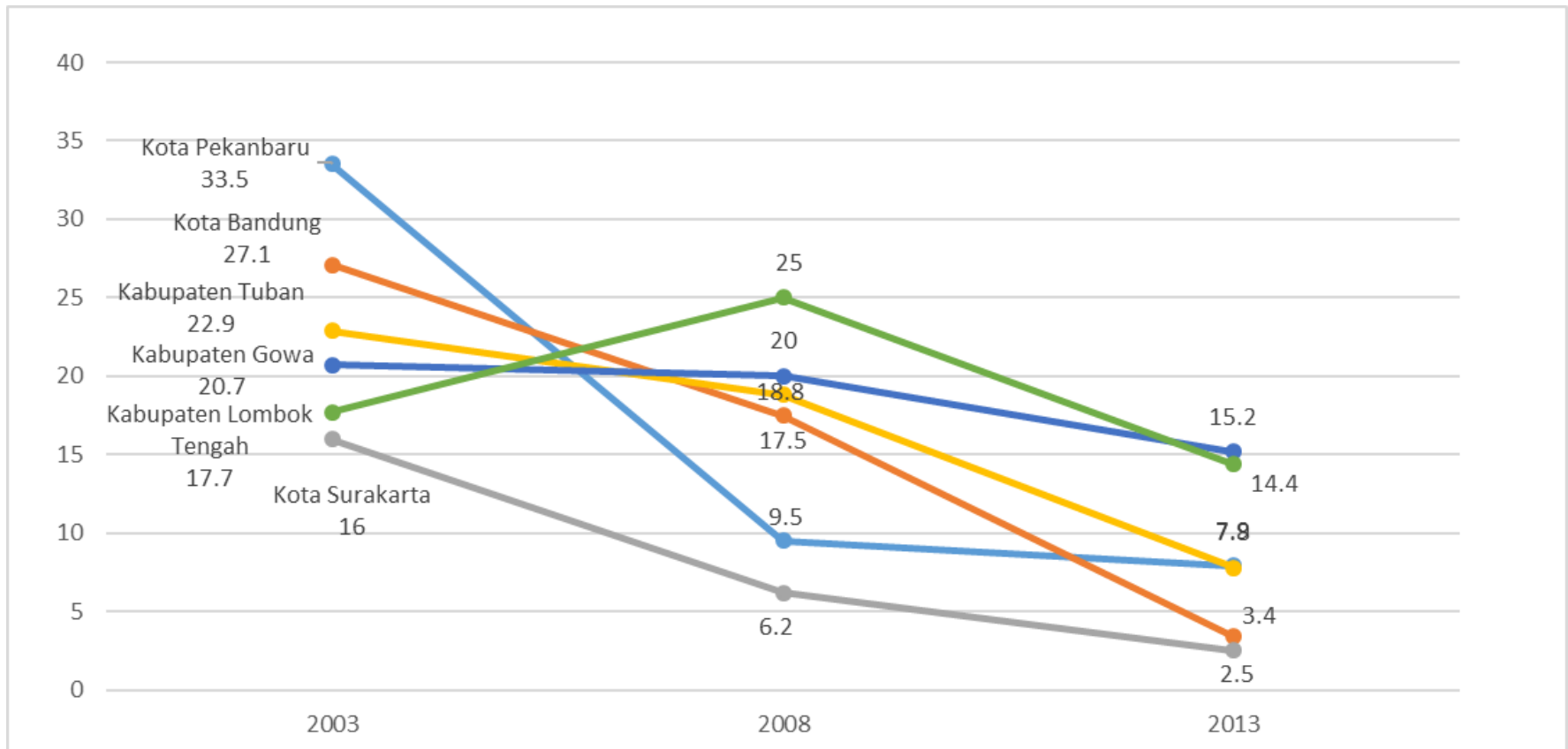
Outline

- Teacher Absence Rate: Trend, Causes, and Reasons
- Teacher Absence from Class
- Effects of Teacher Absence and Implications

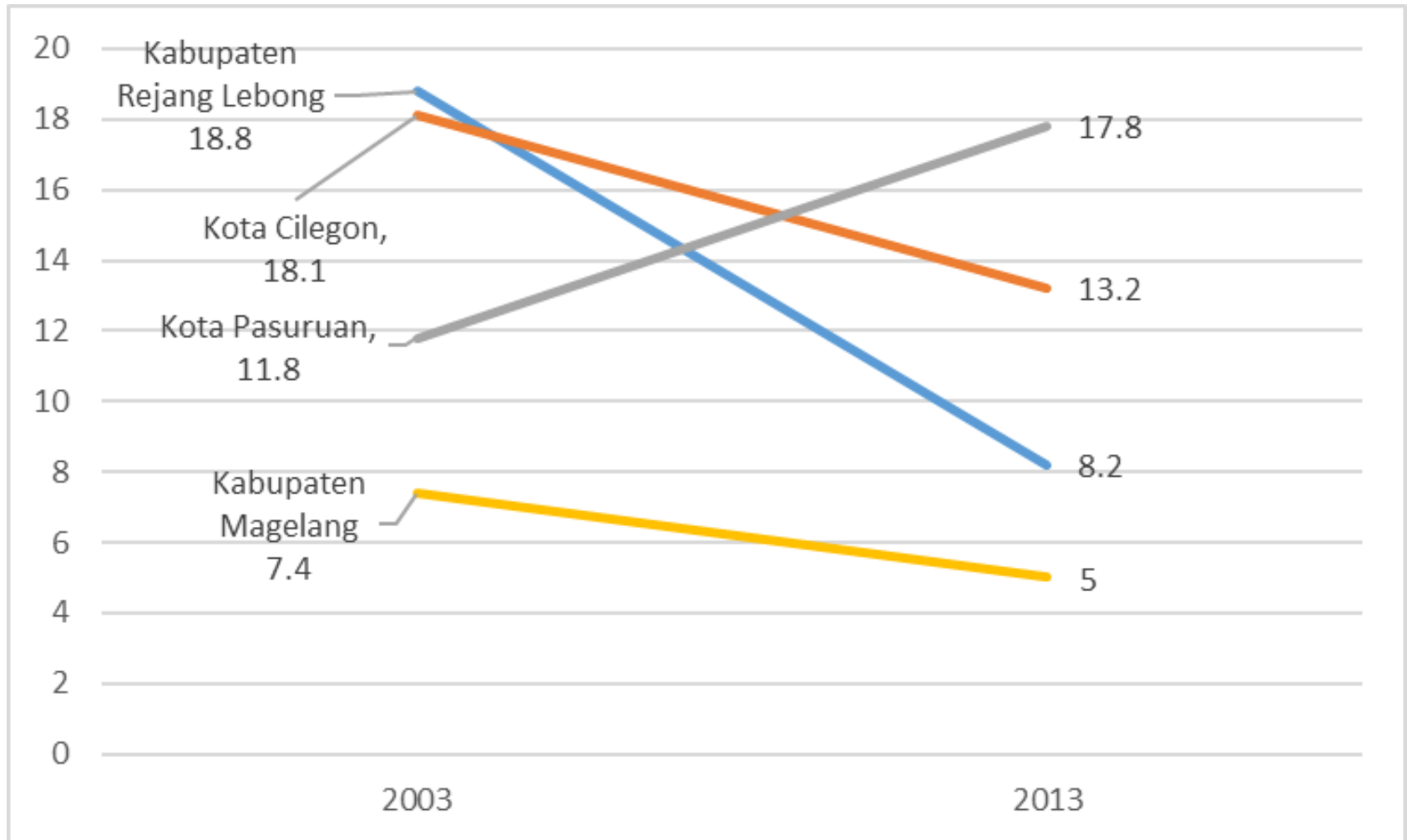
Teacher Absence Rate Decrease



Data Panel on Teacher Absenteeism (1)



Data Panel on Teacher Absenteeism (2)



Possible Causes for Decreasing

- BOS facilitates school operations that make teachers more comfortable to work
- Teachers receive allowances
- There are more supervision visits
- The use of a fingerprint attendance system
- Implementation of the minimum service standard
- Regional initiatives
 - Pekanbaru: teachers receive a 10-fold increase in local allowances
 - Bandung: school supervisors are based at the school site
 - Surakarta: BOSDA and school competition programs

Reasons for Absence (%)

Reasons	2003	2008	2013
Working on tasks related to their teaching duties	16.6	28.4	26.4
Working on tasks unrelated to their teaching duties	2.8	0.7	3.2
Illness	11.7	13.8	14.2
Caring for a sick person	-	-	4.9
Study	-	-	4.1
Not arrived at school yet	5.9	6.5	10.3
Left school early	5.9	5.0	4.7
Absent with permission	21.2	31.3	-
Absent without permission	31.0	14.3	11.6
Other	5.0	-	20.8

Rate of Teacher Absence from Class, 2013

	Rate of Teacher Absence from Class (%)	SE
National		
Visit 1	13.5	1.6
Visit 2	11.6	1.6
Region (Visit 1)		
Sumatra	17.4	3.3
Java*	13.4	2.5
Bali & Nusa Tenggara	12.5	2.6
Kalimantan	11.4	2.2
Sulawesi**	4.3	1.2
Maluku & Papua	10.9	2.2

	Rate of Teacher Absence from Class (%)	SE
School Level (Visit 1)		
Primary	12.5	1.2
Junior Secondary	15.5	3.3
School Type (Visit 1)		
General	12.7	1.2
Madrasah	16.4	4.4
School Status (Visit 1)		
Public	14.9	2.0
Private	9.7	2.0

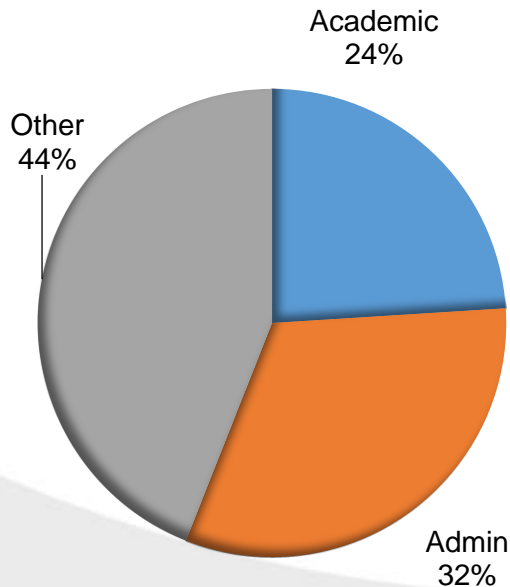
* Rate was significantly lower (7.1) for Visit 2

** Rate was significantly higher (11.5) for Visit 2

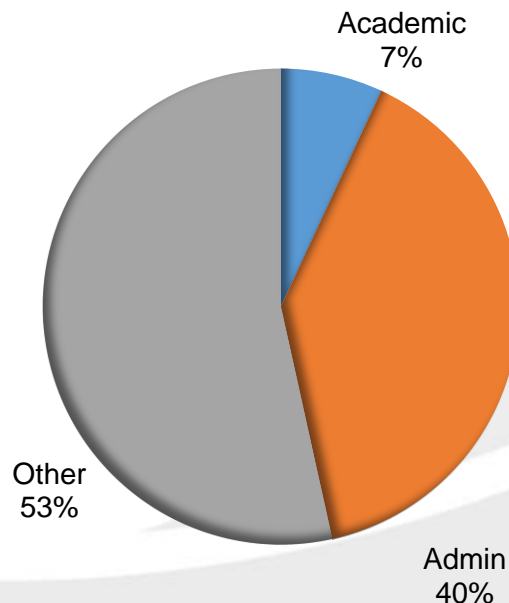
Activities During Class Absence, 2013

Teacher activities when in school but not teaching

Scheduled to teach



Not scheduled to teach



Much of the time teachers spent at school but not teaching appeared to be spent waiting for their next class or on administrative tasks, rather than on academic tasks.

Effects of Teacher Absence and Implications

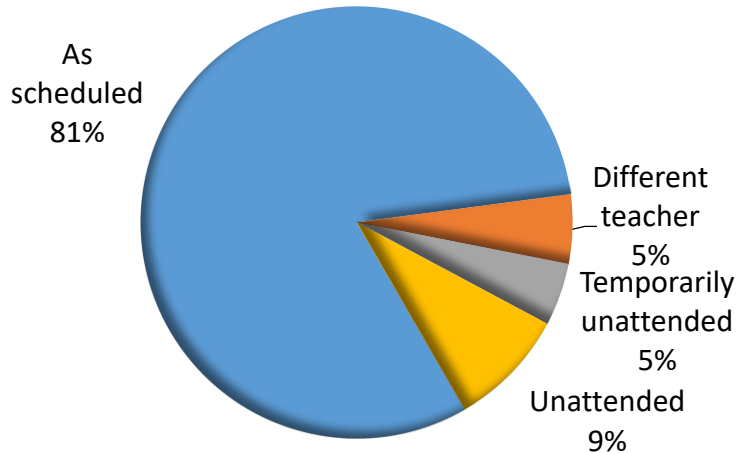
- Schools must find good substitute teachers
- Student absence may decline
- Deteriorates student achievement



Photo by Syaikhu Usman, 2003

Substitute Teachers, 2013

Teachers Observed in Class during Visits



Type of Substitution Used (Principal Report)	Proportion (%)
On-duty teacher/another teacher who is not teaching	81.1
Another teacher even if s/he is teaching another class	25.5
Principal	61.2
Temporary/contract teacher	5.3
No substitute	10.9
Unknown	0.3

- Around 30% of Indonesian principals reported that it was difficult to find a substitute for an absent teacher.
- Around half of principals in remote schools consider this a difficulty, while only one-third in rural regions and one-fifth in urban regions do.
- Most classes without their scheduled teachers were found to be unattended (74%), although around one third of these had a teacher return by the end of the observation.

Teacher Absence & Student Absence and Achievement, 2013

Teacher Absence	Student Absence Rate (%)	Average Math Test Scores
		SD/MI
No teacher absence	4.9 (0.6)	61.1 (0.2)
Up to 20% absence rate	5.6 (0.8)	61.2 (0.3)
20% or more	10.0 (1.8)	56.2 (0.2)

In the brackets (...) = Standard Error

- There is a positive correlation between teacher absence and student absence

TERIMA KASIH



MATHEMATICA
Policy Research

www.rise.smeru.or.id