

Study on Teacher Absenteeism in Indonesia

**In cooperation with ACER and CE,
supported by ACDP**

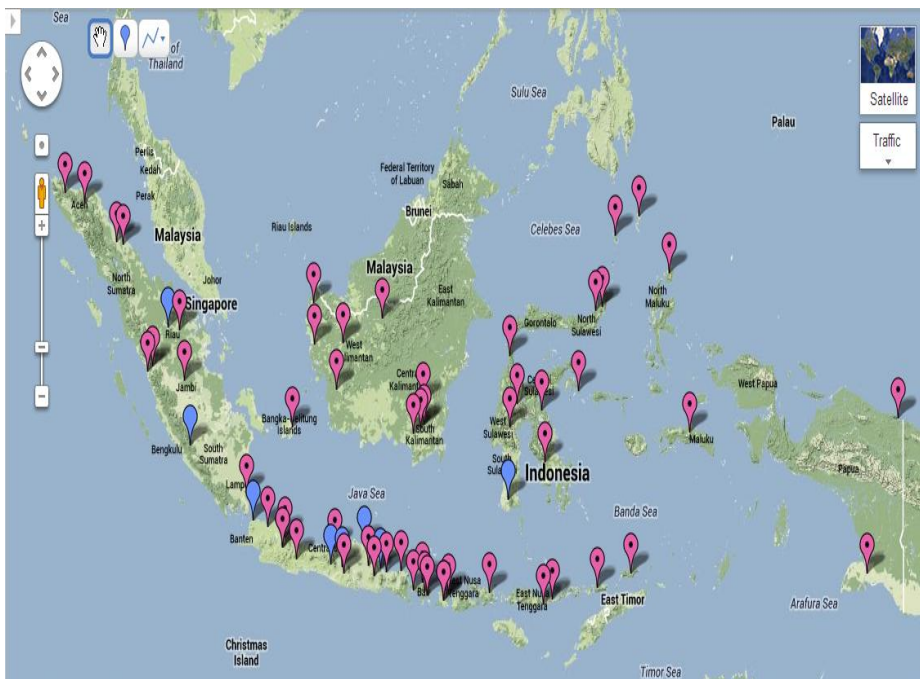
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Background & Objectives

- Indonesia faces a fundamental challenge: getting teachers to be present in school.
- In the primary schools, the absence rate: 19% in 2003
- To be quality teaching in the classroom, teachers must first and foremost be present.
- This study is one of the most comprehensive and large-scale studies: 65 kabupaten/kota in 25 provinces
- The objective of the study is to provide reliable, valid, nationally representative, and up-to-date information on the rates and determinants of teacher absenteeism in Indonesian primary and junior secondary schools.

Methodology & Sample

- School survey, conducted over two unknown school visits;
 - Visit 1: 18 October - 15 December 2013 and
 - Visit 2: 22 January -31 March 2014.
- 6 regions: sample of 10 districts per region, except in Papua & Maluku: 5 districts
- 13 schools in each sampled district, except in Maluku & Papua: 26 schools in each sampled district
- Sample of 15 teachers in each sampled school or all teachers if fewer than 15 in total



	Schools		Teachers		Students	
	Visit 1	Visit 2	Visit 1	Visit 2	Visit 1	Visit 2
Sumatra	151	151	1481	1317	n/a	1416
Java	204	202	2002	2055	n/a	1927
Bali & Nusa Tenggara	142	142	1378	1390	n/a	1353
Kalimantan	130	130	1116	1172	n/a	1204
Sulawesi	139	139	1118	1179	n/a	1263
Maluku & Papua	127	116	1207	1133	n/a	1047
Indonesia	893	880	8302	8246	n/a	8210

Rates of Absence from School

	Absence Rate (%)	SE
National		
Visit 1	9.7	1.0
Visit 2	10.7	1.4
Region (Visit 1)		
Sumatra	8.4	1.7
Java	9.1	1.7
Bali & Nusa Tenggara	14.0	2.6
Kalimantan	14.1	1.6
Sulawesi	10.2	2.3
Maluku & Papua	11.6	3.0

	Absence Rate (%)	SE
School Level (Visit 1)		
Primary	9.4	0.9
Junior Secondary	10.3	2.0
School Type (Visit 1)		
General	9.0	1.0
Madrasah	12.5	2.6
School Status (Visit 1)		
Public	8.5	0.9
Private	12.8	1.9

Reasons and Duration

Reason for Absence (Visit 2)	Percentage	Average Days Absent
Office teaching related duties	26.4	1.2
Official non-teacher related duties	3.2	1.3
Illness	14.2	6.7
Care for sick person	4.9	2.3
Study	4.1	18.1
Not arrived at school yet	10.3	1.0
Left school early	4.7	1.3
Unknown	11.6	1.6
Other*	20.8	6.7

*Usually attendance at funeral or other personal reason



Teacher Absence from Class Rate

	Teacher Absence from Class Rate (%)	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

	Teacher Absence from Class Rate (%)	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

Policy Implication

- At the national level:
 - reconsidering the policies on teachers' working;
 - expanding the current standards concerning the expectations of teachers to include their non-teaching time and responsibilities;
 - continuing to address the broader issues of the teachers distribution.
- At the district level priorities include:
 - strengthening support and supervision of the teaching and learning process;
 - supporting schools in recording and tracking absence levels.
- Complementary actions at national, regional and district levels to overcome differences between schools:
 - promoting a principal presence and engagement culture among teachers.
 - managing teacher absences and substitute teachers in ways that minimise the impact on students.
 - improve the management of school schedules and teachers' roles.
 - Building more constructive engagement by schools with their local communities.
 - holding meetings and training days outside of regular school teaching hours.



THANK YOU



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