**Ms. Rahmatiah Ahmad Nasution**

**Date of Interview: 27 August 2021**

00:20

During the during the pandemic and for how long was the school closure?

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Yes. In my areas, all schools are closed during almost one year. Okay. Okay.

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And what is the status now?

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online all the time online fully, fully online.

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 Was there any transition made in the mood of teaching during the pandemic?

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transition was from face to face meeting then come with blended offline and online. Now all schools in my area are online meeting based on local government policy.

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And how was this decision made about the transition ? Who were the people who were involved in this decision?

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Um,actually schools will follow the local government policy. And then the teachers follow the policy, but the transition, they all follow the policy.

01:42

Okay. And policy, when you say policy, at which level was this policy being made?

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Based on local government, because it's based on zone, Green Zone, Red Zone, and then yellow zone? So from one from one district to the district? Maybe not the same. policy.

02:07

Yeah, what are these zones? If you could elaborate them on them a little bit?

02:13

Yeah, this is based covid rate, it means it's dangerous to have offline meeting. When the area is in a green zone, it may be blended learning offline and online, they can come to the school with the limited students, not all students, and when Yes, when the red zone is dangerous and cannot or cannot come to school, or should be unlike.

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 Okay, so these zones were pertaining to the COVID. degree of COVID in the area.

02:56

Yes.

02:58

 What was the mode of teaching learning during the pandemic?

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 Um, most have schools using zone and then using Google Classroom?

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were there any purchases that were to be made for for using the Google Classroom? Oh,

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you mean the other purchase for teachers? Yes. Yeah, they should. Yeah. If the school provide the internet, the internet access, they do not have to buy or purchase package data package. And if the school doesn't provide the internet access, or only limited access, they have to purchase the internet package.

04:04

Okay. And this is something teacher buying from their own pockets.

04:11

Yes. Okay. Okay, far they're on money. They're on budget. Okay.

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 Do you think all teachers were able to do this?

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No, no, teachers not not not all teachers can can buy the this because because of the various level of salary.

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Okay, what digital learning technologies were introduced in your school during the pandemic time. So one you mentioned is the Google classrooms

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 Yeah, because I do not teach in school. I'm not sure about it. However, I have a son. He is in the first grade of elementary school. The school has using zoom and Google Classroom for teaching and learning process.

05:29

Okay. Okay. You don't teach in a school is it? Did you mention that you don't teach in a school?

05:41

Yeah. Because Yeah, because I am union staff. You know, PGI staff. Okay. Yeah. And actually, I teach in high school, in the college in the university. So it's different from the, from the school. Okay.

06:05

Okay. So your other colleague who whom I will be interviewing, is she a teacher?

06:18

She's a teacher. Yeah, she's his teacher. Okay. Because you asked him because he asked one teacher, one not teacher. So. Right. .

06:45

And how long have you been the union staff member?

06:51

Almost 12 years? Yes. Okay. Okay. And were you a teacher before this?

07:04

Before working before working as union staff human? Yes. Yes. For two to three years. three to three years. Okay. Okay.

07:16

And what is the designation you have right now in the Union?

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Yeah. I am as union stuff as a secretary of the PGI president. Okay.

07:34

what has been the experience of teachers in transitioning out or moving to the remote or online mode?

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Okay, you mean in the remote teaching for teachers and teachers?

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 first of all the differences that men and women would have felt during this responding to the situation.

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Okay, um, I don't think so. I didn't see the differences between male and female responds to the situation, because almost half the teachers confused as to how to respond this transition. Almost all teachers confused to respond this transition.

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do you think there were any differences in the way private school and government school teachers have responded to the situation?

09:58

Yes, yes. There's a difference. Some private schools teachers were used to utilize digital technologies during their teaching and learning process before the pandemic. They used to use digital technologies. When Yeah, when the pandemic come and only digitalized private school are quite familiar with the technology when the government teachers, some of them did not familiar with the technology, slight difference.

10:38

In what ways do you think the pandemic has impacted teachers work and their working conditions?

10:45

Yes, I'm, in my opinion, the minimum skill of using technology in teaching is the impact of pandemic for teachers work. So the minimum skill of using technology and furthermore, the limitation of the internet access also becomes an obstacle for teachers for doing the teaching and learning process.

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And in terms of their working conditions, do you have any thoughts on that?

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Yes, the condition? Yeah, yeah. This is maybe for the condition for teachers who are contract teachers. You mean, who pay but who paid by the school? So the impact mostly to the contract teachers, not to the government teachers.

11:47

Okay. Okay. And when you say contract teachers, I understand that they are on like, for a short time they are appointed, and then they don't have a full time job. I mean, they don't have a permanent job.

12:00

Yes. Okay. Also the about the salary, they are paid by the school and by the conditions. So maybe the salary become lower, or maybe the school cannot pay the salary of the contract teachers. So the condition mostly impact to the contract teachers? Okay. Okay.

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All right. Well, this goes in your locality already using digital technology before?

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No, no, in my, in my in my location, almost all schools. Were not using digital technology before pandemic they use offline.

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What are the new digital technologies that have been introduced? I've already asked this question. So mainly, you mentioned about the Google Classroom ?

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zoom as well. Okay. Okay. Okay.

12:53

In general, do you think teachers had access to personal device or gadget and internet connectivity during for the day needed for their work?

13:08

Most of teachers in remote areas have a very limitation of internet access, besides teachers in the remote areas, or even in the city require laptop with high storage to save students work. And all teachers need more budget for internet.

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Okay, so you're talking about rural areas where teachers did not have this kind of access? Yes. Okay. And within the urban areas, you think all teachers had the access to individual gadget?

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If in urban, they have internet access, but mostly in school, so they have to come to the school and even if she or he is the teachers do the teaching learning process in their home, they have to buy internet package by her or her or his own budget. So if the teachers were in the pandemic area, and the teachers in my area , because I can see in my area, and some areas that I know, they have to they have to come to the school for giving some material to the students because they they need the internet access from the school. Right.

14:53

And during the pandemic, you mentioned that their schools were closed. And for those teacher who did not have internet at home were they asked to come to school

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 yeah yeah some schools some schools in the in my area in some areas I know they have to come to this school First they need the internet access the second they have to give the attendance list to this to the principal. So, this is the like the policy from the minister Ministry of Education. So, just yeah should give the attendance list the attendance by coming to the school Okay, okay.

15:51

All right, okay. What are the ways in which teachers work have changed compared to the pre pandemic period

16:01

I think everything is changed for teacher there is something missing, when learning is not done face to face, teachers cannot transfer their knowledge by interaction interaction effectively. Because of course, it is not ideal when you are not able to know the process of student development directly. Yeah, teachers only can give material can only teach like teachers are not able to know students character if he got to know each other, because the limitation of time I think that time also limit the time duration is less in pandemic period than before the pandemic. Yeah.

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So when you say time duration, you mean to say time duration for teaching and learning.

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Yeah, time duration for teaching and learning because students will get caught in front of laptop, when when we have to use the same duration in pre pandemic period.

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So this would have a lot of implication for how teachers prepare for the class.

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The pandemic situation is a challenge for each teachers creativity of using technology, you know, they have to think about how teaching is created to be creative. How to make students interest to learn it. This is, I think, the most concern of teachers.

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What are the current major concerns of teachers with regard to their work?

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Yeah, as I said before, how to transfer knowledge effectively? And how to increase students interest to to study. Okay,

18:02

are there any specific factors that have caused stress amongst teachers? Mm hmm.

18:11

I think they have a big challenge to teach effectively using technology. When the first pandemic hit Indonesia, I took the initiative to host a training for teachers, we the title, self driving for teachers, with lots of materials containing effective and interesting teaching methods during distance of learning, because when pandemic hit Indonesia, all teachers confuse first using technology, and then how to teach effectively, how this how they can transfer the knowledge. So in this time, in May 2020, PGRI I help, like, webinars with 19, 8 hours of lesson,the workshop, and then the response was great. More than 20,000 teachers are registered by name, they want to know how to teach interactively, how to teach effectively, by using technology, and then more than 500,000 subscribers from the 50 countries. Yeah, the first one from Indonesia. The second one, you know, from India. I have Indian teachers. I didn't know whether they know the Indonesian language because the language used is Indonesia, but maybe can they translate it to their language here, and then after that I helped various similar trainings that were urgently needed by teachers. So now the teachers is very happy with the trainings from PGI.

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 So, when teachers was stressed, whom to whom did they reach to for support?

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Oh, Union union, okay. Okay. Yeah, because the, because the pandemic , everybody do not expect this condition. And then they confuse, and we union is, like, what we call it directly have to help to make an initiative for our members. How to give them how to give the solution for teachers in Indonesia. And we almost all of our training is free. Oh, okay. Okay.

22:13

So the trainings that you conducted? What were the topics of these trainings?

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Yeah, so many topics inside, but the the title is self driving for teachers, how can the teachers drive for herself doing teaching and learning process in their place, in home, in house, in hotel and everywhere? So he can drive herself? There are 19 , eight hour course, lessons in this course in this webinar. Okay, okay.

22:47

And are there aspects of mental health and well being? Have they been catered to during the trainings? Do you mean well be? Well being? Yes. Sorry, I cannot take your questions. Yeah, my question is, teachers must also be stressed because it is difficult to manage work from home, it is difficult to access internet, so it must be causing mental stress among the work. So did the training, consider had any topics which were about mental well being of the teacher? Or did the union provide any other kind of support for the mental well being of the teacher?

23:39

Ah,I didn't remember all the topics, but about the testimony for teachers who follow or join this training. They said this, this training was very interesting. And then they can apply this to to teach. So from this from this testimony, I think they are not stressed anymore, because they have the solution. I'm not sure is there if there is material about the mental stress release but when I joined some, when I joined some materials in this webinar, you know, like gamification in teaching, it's very interesting how to use game in your teaching gamification, because, um, students loved to play game, right. So we put gamification in teaching learning process, it's very interesting. And then How you stay mentimeter how you think, in the in the teachers evaluation meetings in the evaluation process. So the topics were were given is very needed and very helpful for teachers during this pandemic.

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Can you share any other example of how teachers were being benefited by being a union member?

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Okay. Being a union member, teachers can be united . I think, one teacher cannot struggle by her or himself. There are many training if they have a problem, or if teacher, one teacher have a problem, they can solve by him or herself. He had to get approach to the union and as a member, she or he or teacher, teachers can tell the problem. And then we can advocate to the local government or Ministry of Education, how to solve the problem. And then, you know, we have collaboration with some airplanes. So when you think the members start of PGRI, they just can get this discount. This is the other example of

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what is the meaning of PGRI that you mentioned,

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PGRI is our union is Teachers Association of the Republic of Indonesia. All right,

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all right. And you mentioned that you are collaborating with some organizations,

27:02

yeah, with some organization is like airplanes, so we can get discount using members card, Now, we have an application called Bandhu Guru in English. Teacher state. it like an application, we can teach us , can have an aid, Legal Aid, by this application, and so forth. They can buy anything like daily needs in this application, and so forth.

28:19

 Has your union advocated for any policy changes for teachers during the pandemic?

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 I advocated government Ministry of Education culture to provide like an emergency curriculum, we asked to the government to provide like textbooks that can be given to teachers in the remote areas, or in the areas with limited internet access. And then we advocate to the government also to give teachers like Internet budget, you know, more budget for the for the internet for teachers and some local government agreed with us.

29:14

Okay, that's great to hear that as your union provided any form of support to teachers during the pandemic.

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Yeah, as I said before, PGRI provides many trainings, which are free free for teachers. PGRI collaborate with education International, for example, to implement learning circle in the sub districts this year, and provided by internet access for the participants. So teachers learning circle is, is so like, groups of teachers consist of 10-20 teachers and they discuss about their problem during teaching and learning process during about their welfare, and then they they collect the problems, and then they try to give them commendation or the solution and then they give it to the PGRI and then PGRI follow up to the, to the government. Okay.

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So these small groups of teachers that you're mentioning, they are independently operating.

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Yes. Okay. Discuss by themselves. independence. Okay. Okay.

30:43

And this is a national phenomena, or is it in some specific regions that this happens?

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Yeah. Actually, this is the mandatory program for our union, for PGRI and this is a mandatory program as a national program that should be implemented. For all provinces, we have 34 provinces in Indonesia, they should they should implement this in the district because the teachers learning circle is best on the sub district. Okay. Okay.

31:23

Does the Union have a website?

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Yes, we have a website, and we will chat you. The link, great. That works very well. You have Instagram we have, we have Instagram, we have Twitter, we have Facebook, we have online magazine and so forth.

31:48

Okay. Okay. Very nice. We will have a look at that. Yeah. Now are we left with a few questions, which are with regard to the future of teachers work. So I'll begin with this section in your region, what kind of support will be needed by teachers for further work in future?

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Then they need training. They need training and also offer internet access in this course, are also in there, I think in their in the region, I mean, from 10 houses, one can have internet access, they need they need Internet access and trainings.

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Okay. Does your organization have any specific plans for supporting teachers in the future?

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I think not in the future, because PGRI always struggle for teachers professionalism, for teachers welfare, always giving inputs and criticize the policy if the policy, burden teacher, just do read regularly, not only in the future, but since the past past time now and maybe in the future continue to struggle for teachers, which is professionalism, which is welfare to criticize the policy if the policy burden the teachers. Yeah, I think they're our organization, like do do it.

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So so what I'm understanding is that you're saying that we are already doing these things, which is to critically look at the policy and support teachers in various ways. So there are no specific different plans for the future.

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no. What what wat I mean, is PGRI always respond to the changes, you know, if the teachers need the training, we plan the training, that we're dealing with the topics that very needed for them, so we just prepare for the changes respond to the changes, okay.

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Okay. So, in the pandemic situation, can you point out any one or two specific changes that you have adopted to

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specific changes during the pandemic? Yeah. In a school or in the office,

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no,in terms of supporting the teachers is that specific training has been designed and designed that is very clear. That is specific training that will support the teacher in online teaching more. It has been designed by the PGRI anything else that you would want to highlight?

35:13

Oh,I'm not sure. I don't think there is no any highlight, because we, every day, every day we look, we call the problems of teachers from each provinces from each district from each sub districts. So we struggle struggle based on the data.

35:41

And do you when you say teachers, do you also include private school teachers in that? Do you work with them as well ?

35:49

Yes, Because PGRI members is the government teachers, private teachers, all teachers in Indonesia is a member of PGRI from from kindergarten teachers and their college teachers, lecturer, all our members..

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Do you provide any identity card or any sort of membership number to the teachers? Yeah. In PGRI, like, every, every member has a PGRI card, there is an identity number of member. Okay. Okay.

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How do you think the teaching profession will change in future

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for me, is probably teachers cannot be replaced with technology, you know, teaching profession is still required for all the time be.

37:00

What are your main concerns with the teachers work in future?

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 how is the quality of students if they continue to carry out learning that is less effective and uncomfortable for them? This is certainly makes parents especially students feel anxious about their future. If this will last for a long time, it will, I think it will certainly have the potential to decrease human resources in the future. This is my this is my concern the quality of students because if we continue to carry out learning with the less effective and uncomfortable I like now, because students said this is not effective. This is not effective. They get more the parents say it's difficult to teach their son or their daughter in their home. I think this is certainly make us like parents make sure does that make students and make teachers feel anxious about their future? Maybe we it decrease human resources in the future. This is my my main concern.

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Do you think digital learning technologies will continue to be used in future in your area?

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Yes, I do think so. If the school? Yeah, I do think so.

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What do you think will happen to digital learning technologies when schools reopen

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when schools reopen? I think digital learning technologies are still needed.

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Is there anything else that you would like to tell me regarding the future of teachers work that have not been covered in the discussion so far?

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I think that's we have covered anything.

39:02

Yeah. I just wanted to go back to one of the questions we had in the beginning, which was regarding the differences between the male and the female teacher. And you mentioned that you have not observed any big changes in the way men and women have as teachers have responded to the situation. So are there any other you know, differentiation in which there have been differences in the way teachers have responded? So one is that you said government school teachers responded differently to private school teachers? Are there any other categories you think, in which teachers response have been different

39:51

 Yeah, I think there is no any other, other categorize or any other kind of teachers. There is no different who to respond to this situation? Yeah. Because all teachers are confused. All teachers are confused in this pandemic. So male or female or confused? Man, the private schools are no, but the teachers who are already used to utilize before the pandemic, and digital technology, maybe they can be more prepared to using technology in this pandemic, but for teachers who didn't use the technology for teaching and learning process, they they were confused to using technology. But they have to. So it's very, you know, my son teachers, now my son teachers, she is asking her school staff to open the zoom, and also to post the material in the Google Classroom. Yeah, not the teachers herself doing the I mean, to manage the zoom and also to manage the Google Classroom. But she asked, she's asking her school staff to do that. Oh,

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so you mean to say teachers are not taking on the responsibility of their work?

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No, because no, not what I mean, because the teacher, my son, teacher is not used to use this technology. She's asking help, says that she's asking assistance, you know,

42:01

to the other school staff, so in the other school staff, who can I visualize? Will it be another teacher? Or will it be, let's say somebody from the from the school's computer lab?

42:15

Oh, no. Like an administrator, like an administrator

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 Oh, so that's interesting. So teachers are also like looking for other other support systems. We can also imagine some teachers are also looking at their family members for support. if they have any family member knows technology and computers.

42:43

Yeah. Actually, this is the evidence for my I'm telling you, because I know from my son's teachers, I do not know the other . I think she is 50 yerars old. So when I'm asking, Can you use the Zoom or What mode of technology that we will use in our in my son's class? She cannot answer. She just she just said maybe zoom maybe Google Classroom maybe?

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Yeah, okay. Okay. Okay. Yeah. So so you're right in saying that teachers really need support in learning how to use internet and have access to internet that's

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young teacher, no. excuse. they used to use technology but the old teacher, more than 50 more than 50 it's mostly confused.

We have mostly covered everything.