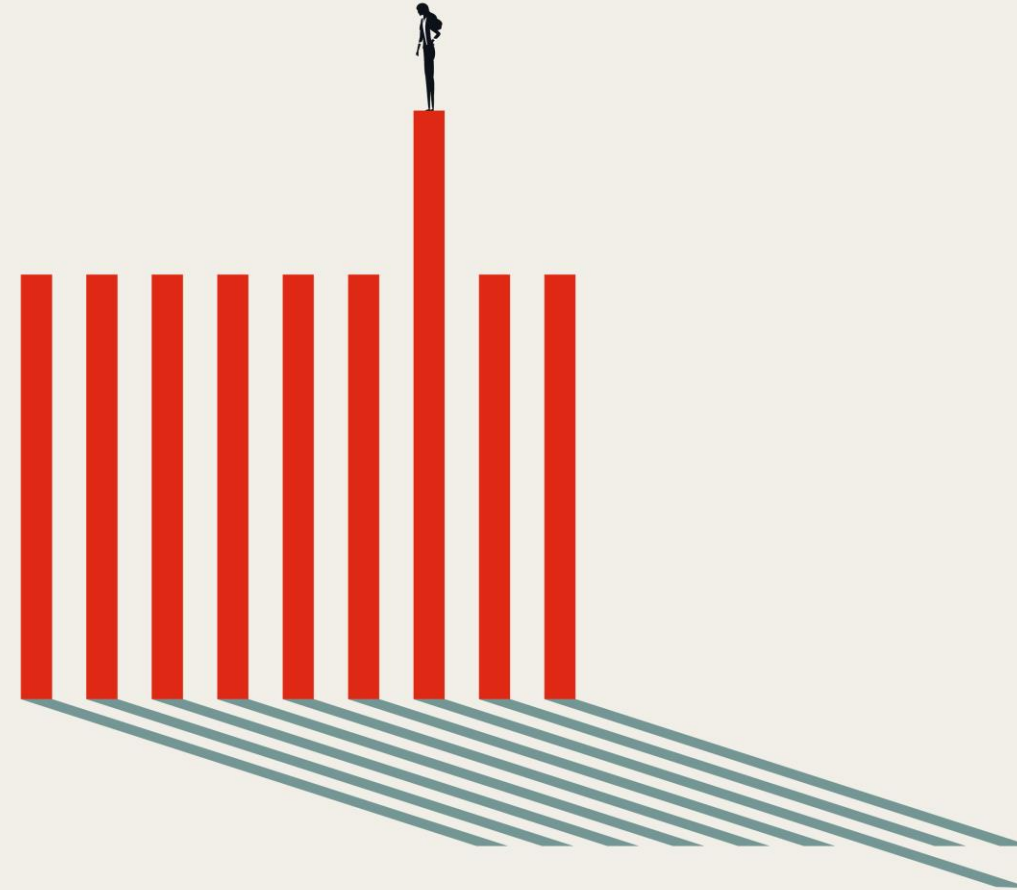


Teacher relative pay and the decision to teach in South Africa

Debra Shepherd
Stellenbosch University

Conference on Quantitative Education Research, STIAS
6 September 2023



Teaching and Learning International Survey (TALIS) – 2018

“Was teaching your first choice as a career?”



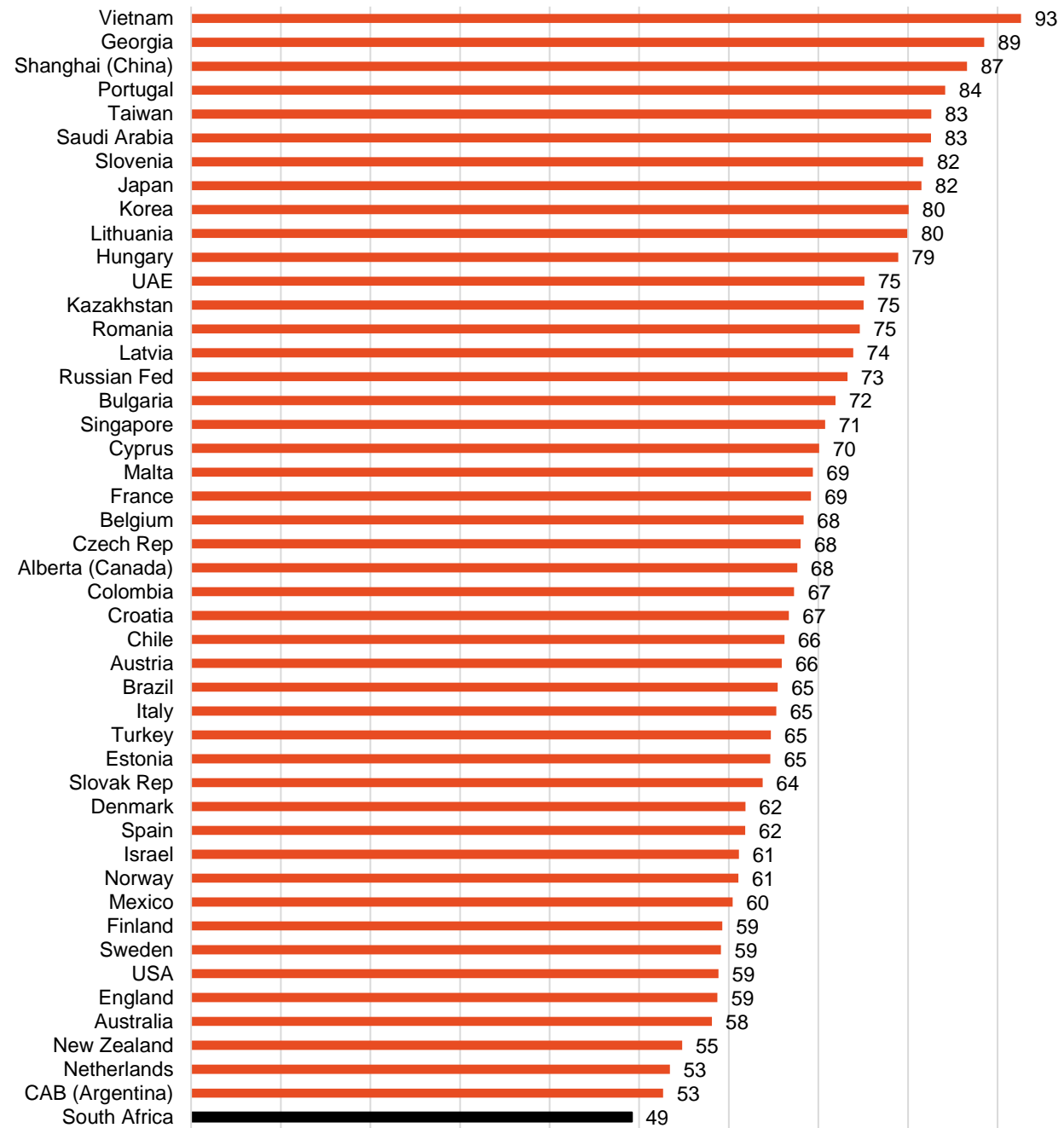
South Africa

other OECD

Teaching and Learning International Survey (TALIS) – 2018

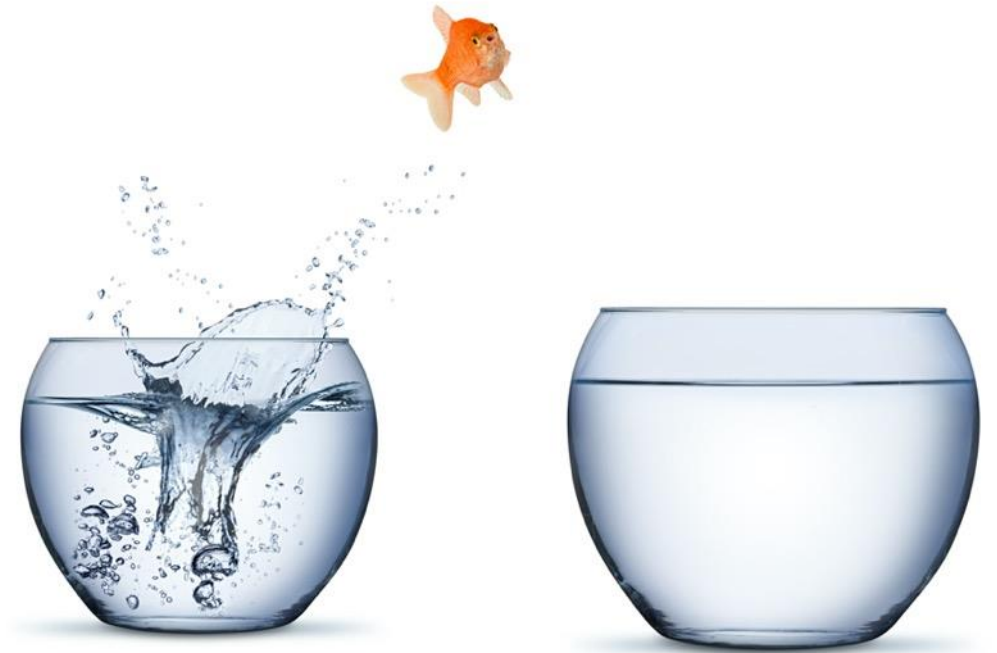
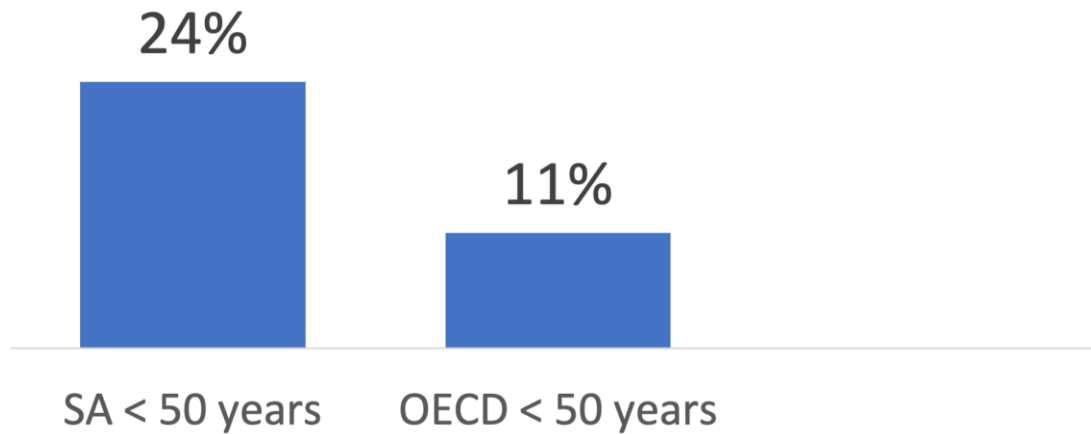
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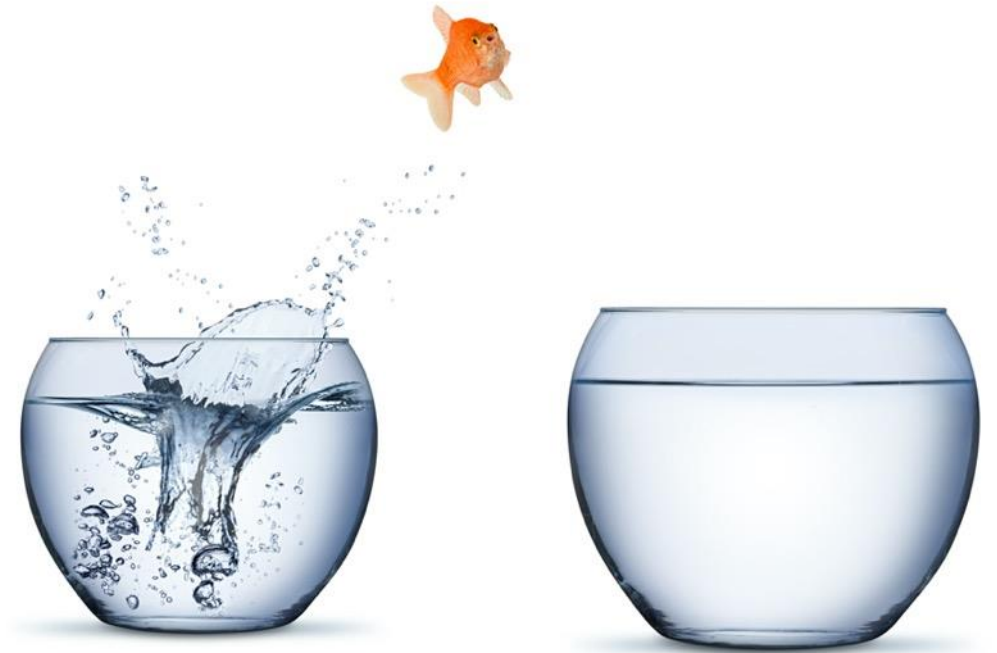
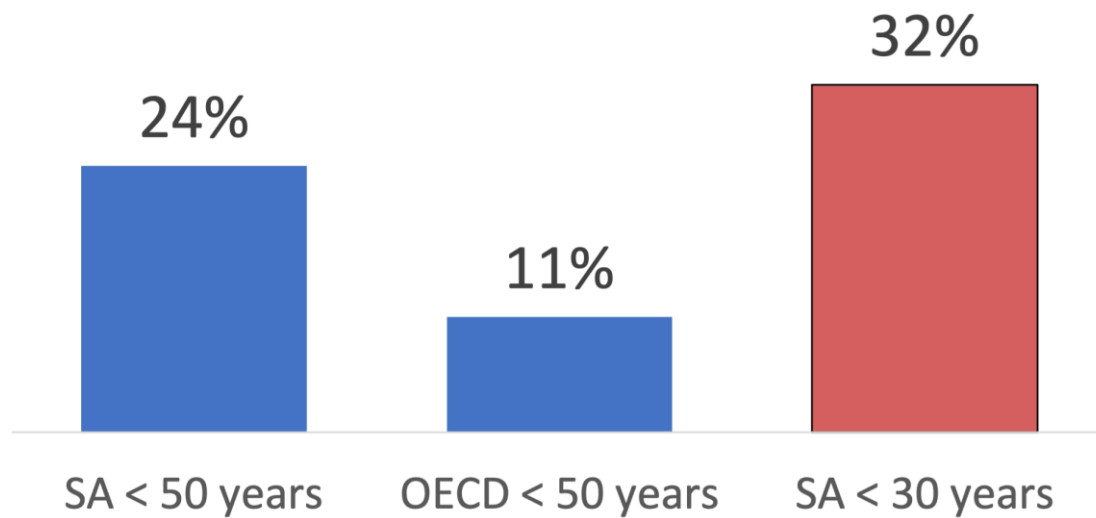
Teaching and Learning International Survey (TALIS) – 2018

Teachers younger than 50 planning to leave teaching within next 5 years



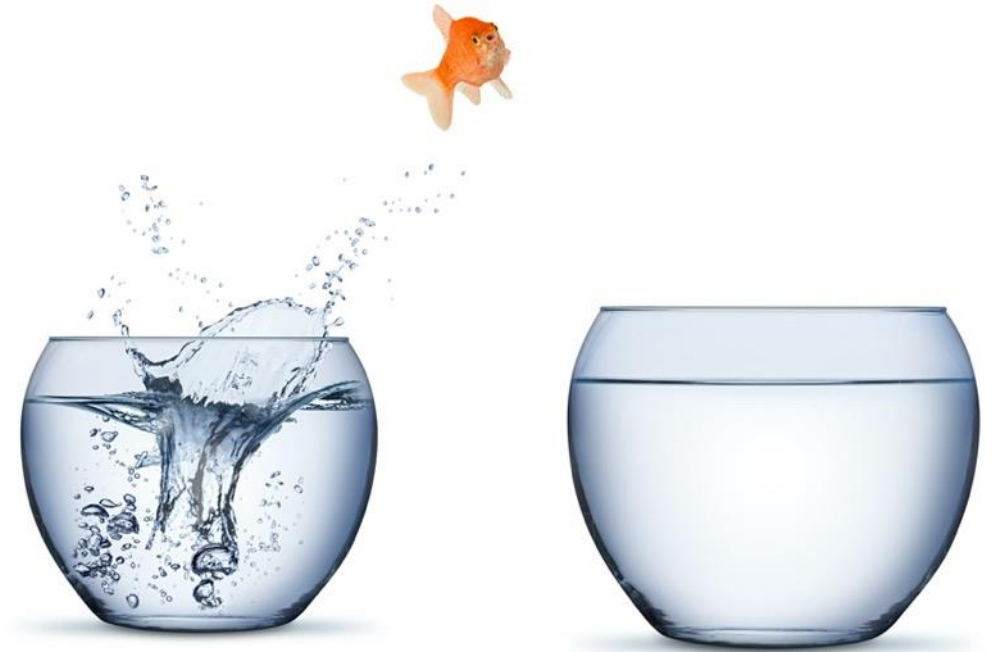
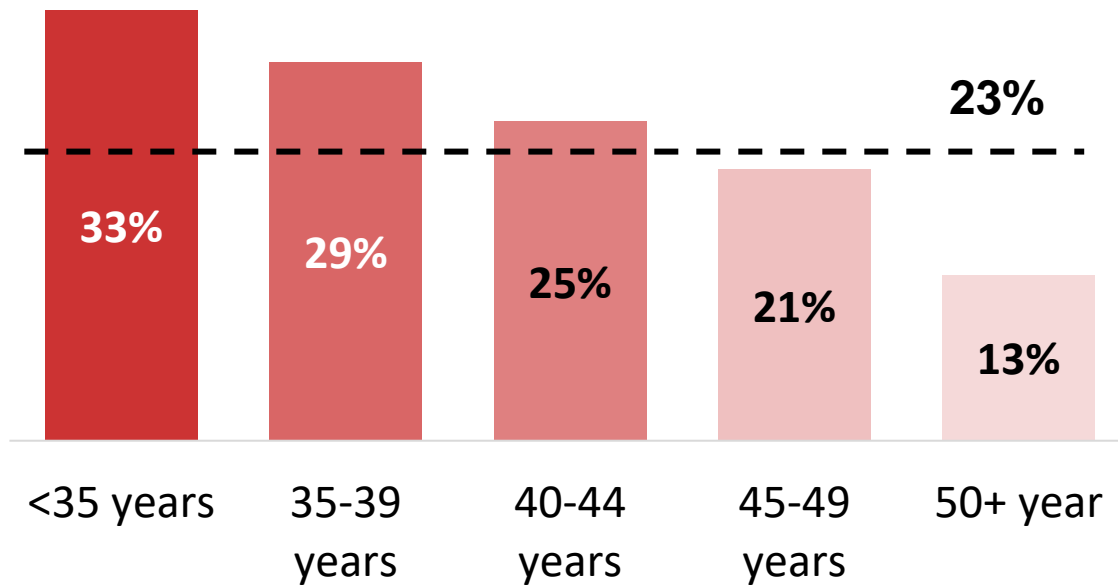
Teaching and Learning International Survey (TALIS) – 2018

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National Systemic – 2007 (Grade 3 teachers)

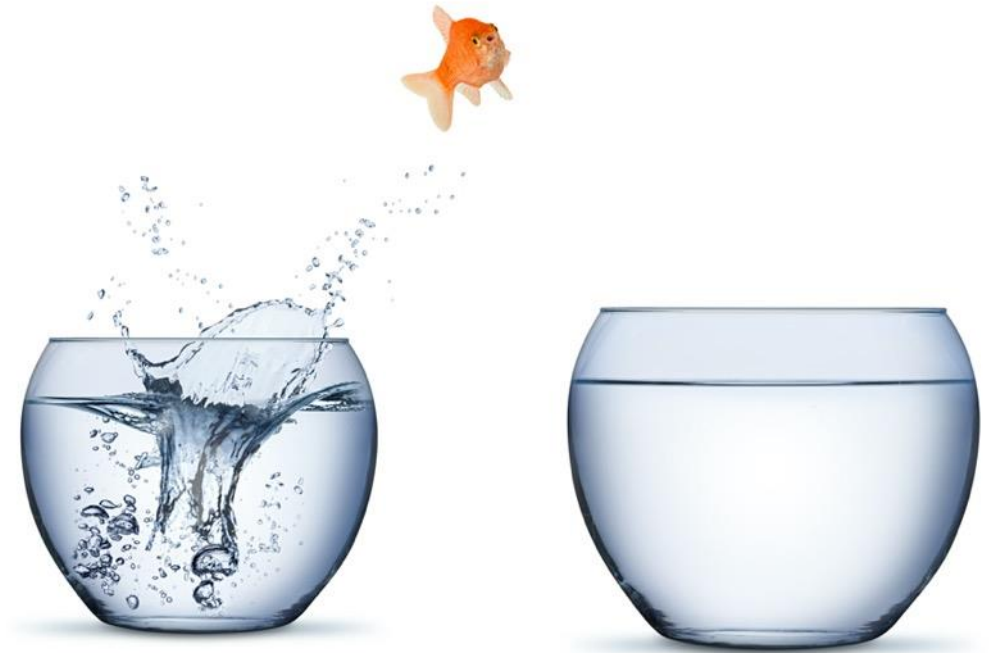
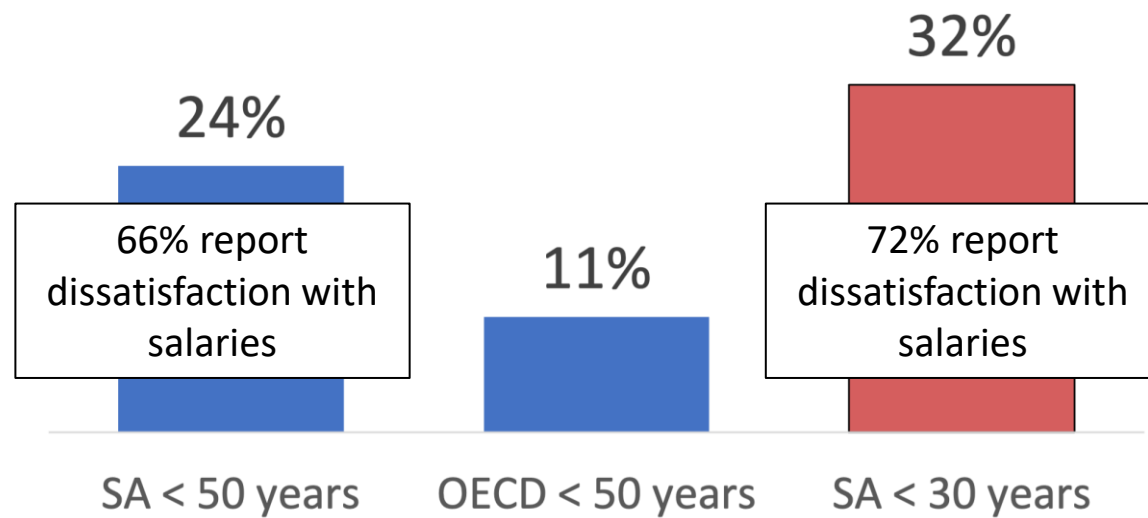
"Would you like to change to another career?"



90% reported dissatisfaction with the salary they receive

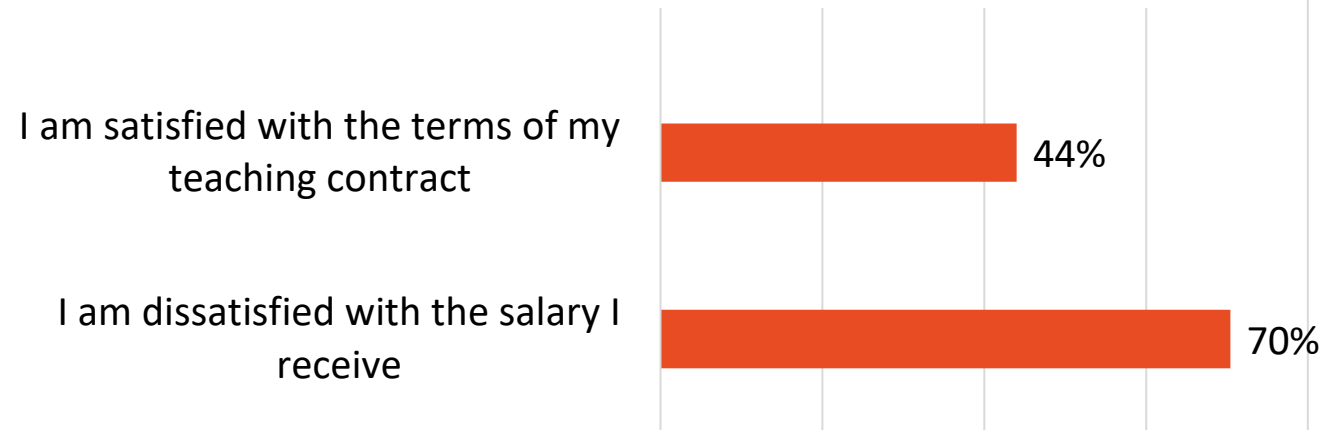
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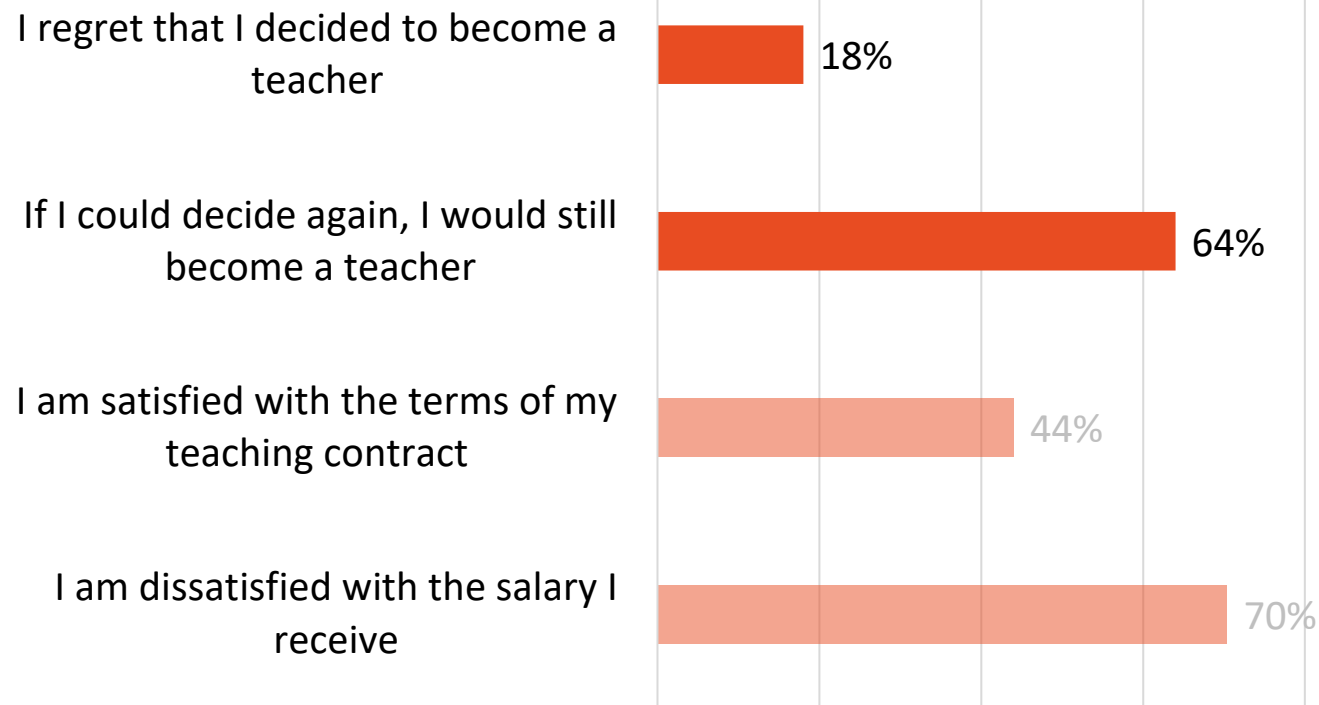


62% of teachers reported dissatisfaction with the salary they receive

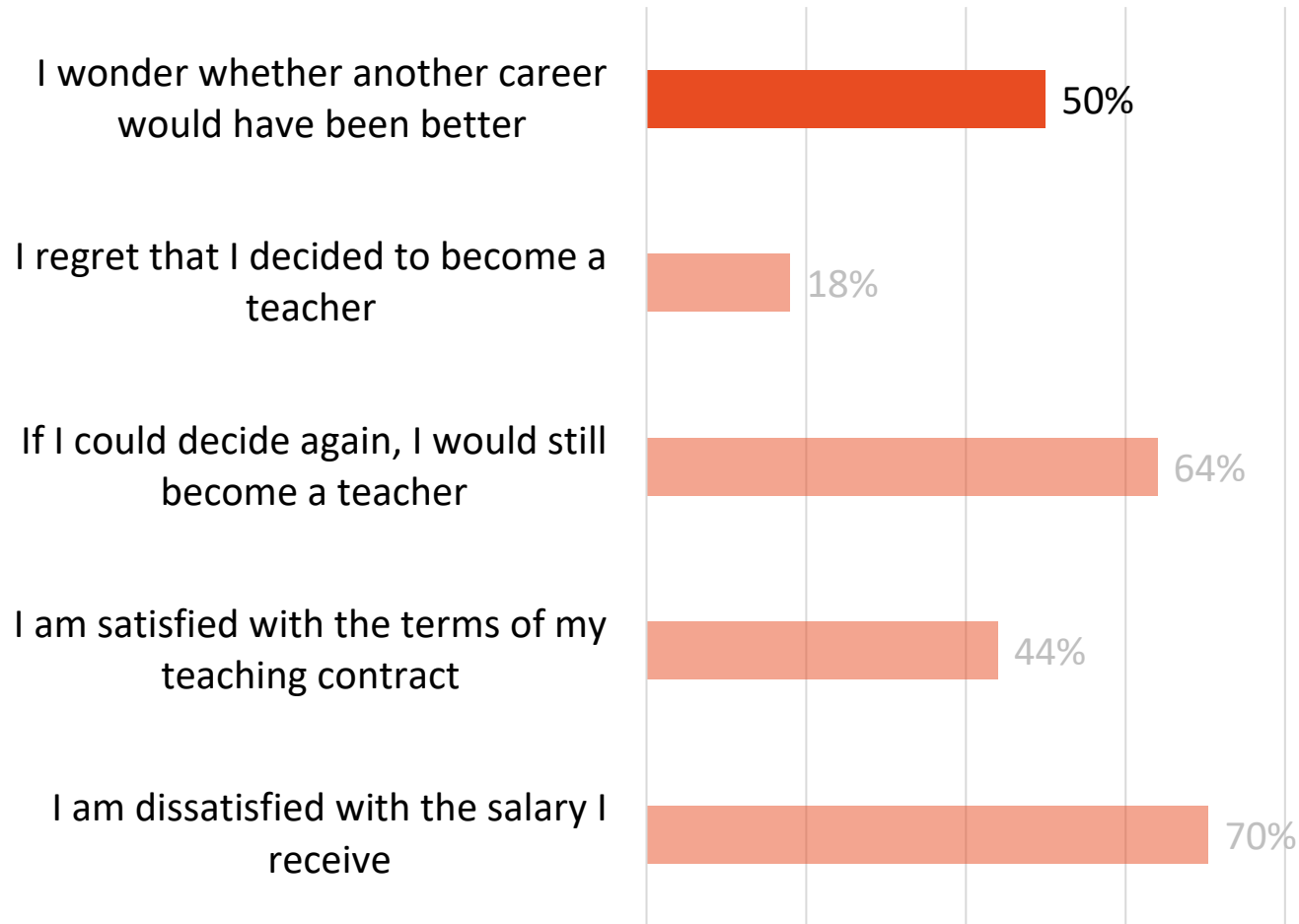
TALIS 2018



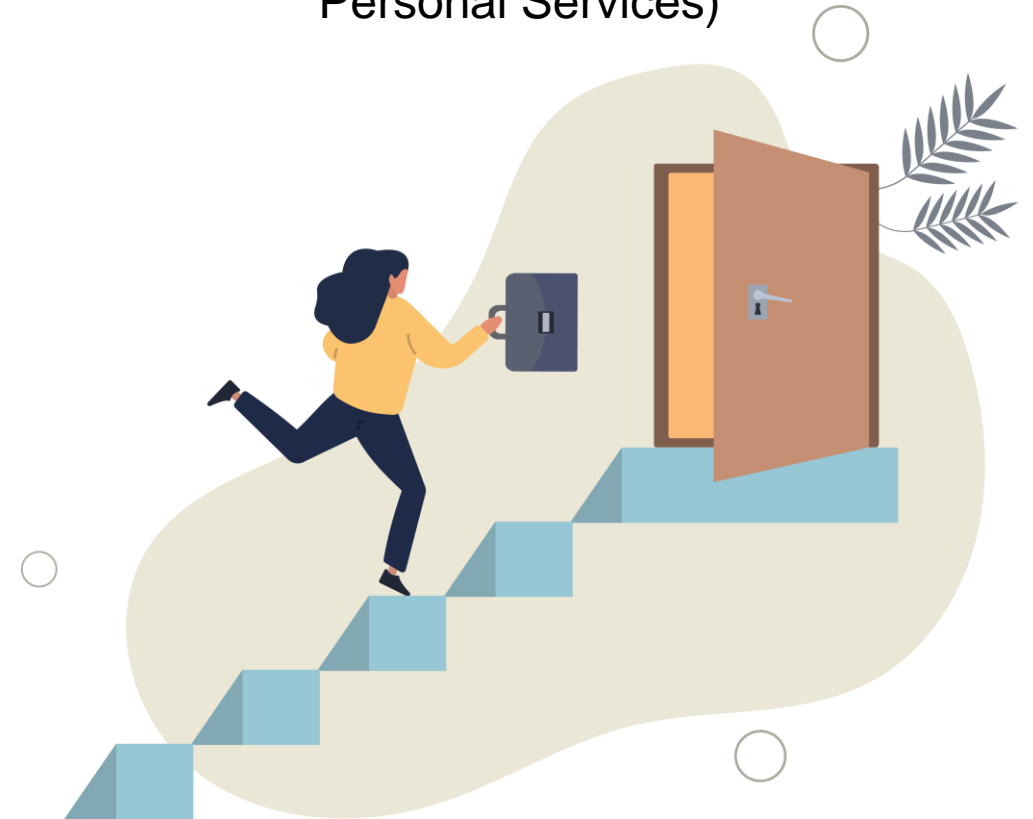
TALIS 2018



TALIS 2018



QLFS 2016-2021: 1-out-of-8 people reporting to have obtained at least a REQV14 qualification in Education, Training or Development were employed outside of the Education sector (although 25-30% were employed in other Community, Social and Personal Services)

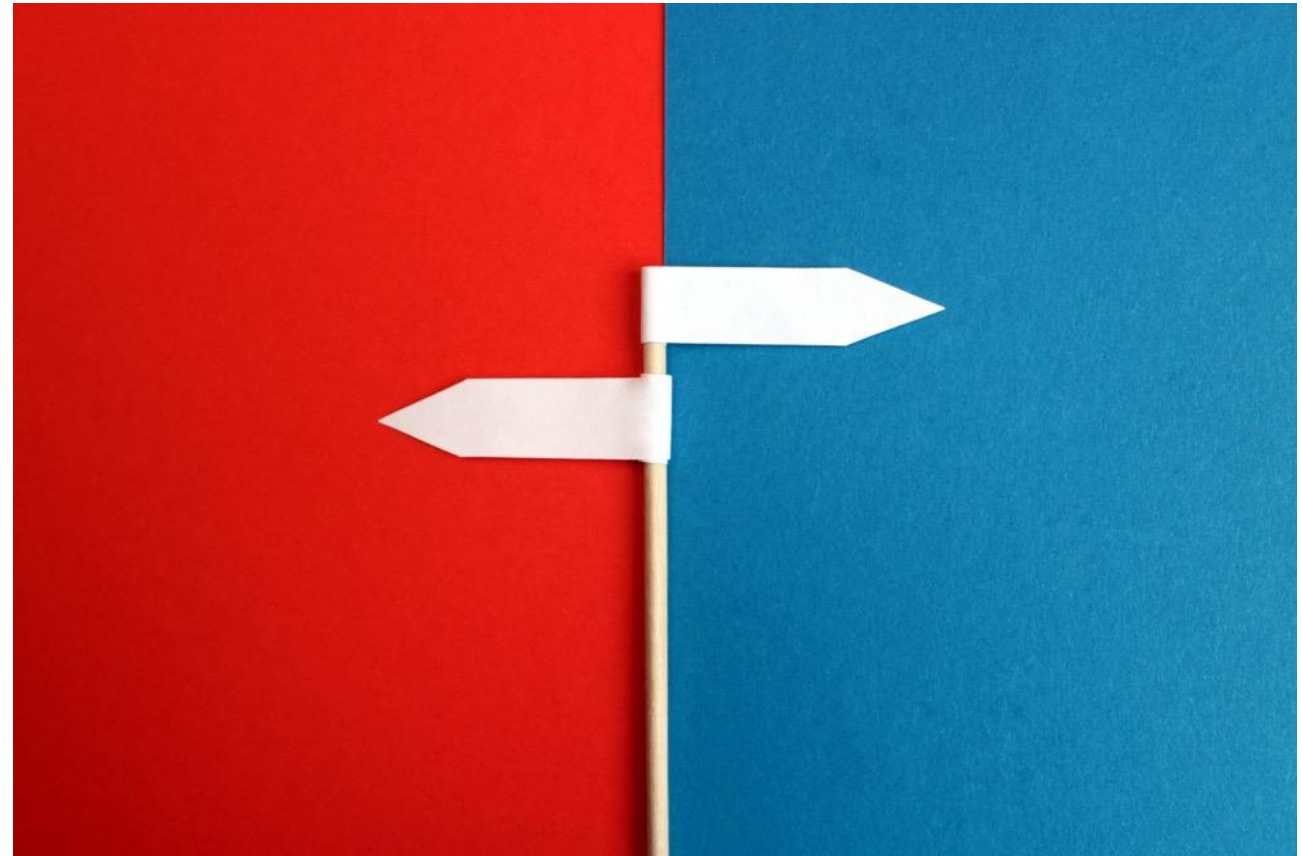


Labour market for teachers

Teaching is a graduate profession.

It competes with other professional occupations open to graduates.

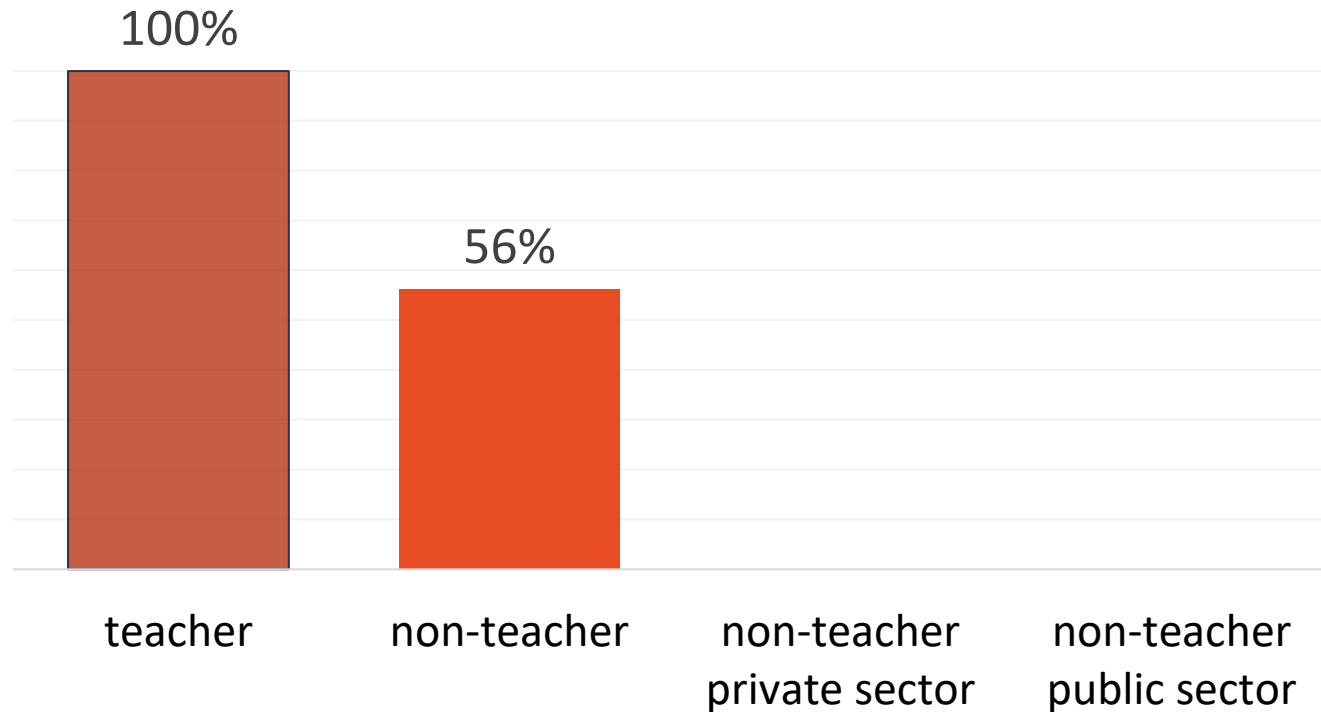
What induces an individual graduate to enter the teaching profession is not pay in teaching but **relative pay** when comparing earnings in teaching with potential 'foregone' earnings associated with an alternative career.



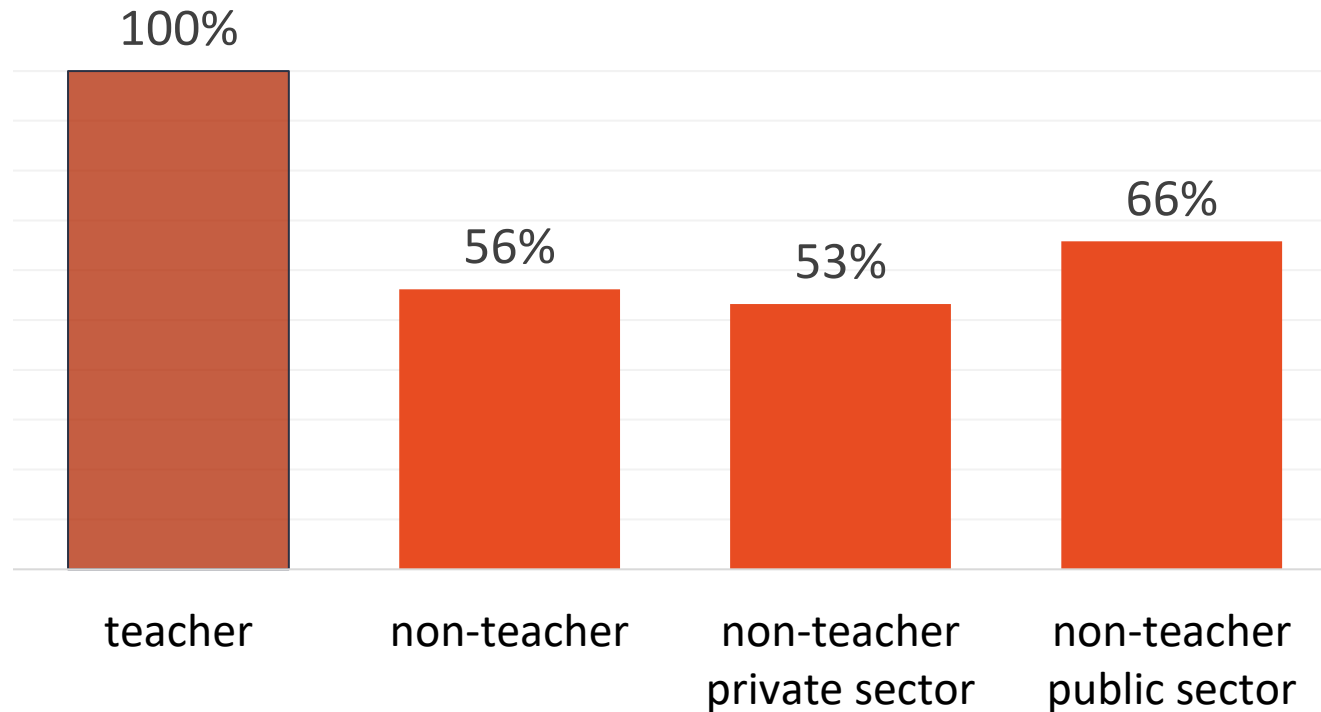
Unconditional pay difference




Unconditional pay difference



Unconditional pay difference





Non-teachers

	Teachers	Private Sector	Public sector	Nurses	Professionals
	74%	42%	50%	90%	54%




Teachers are more likely to be female

Non-teachers

	Teachers	Private Sector	Public sector	Nurses	Professionals
	74%	42%	50%	90%	54%
	43	36	40	42	39

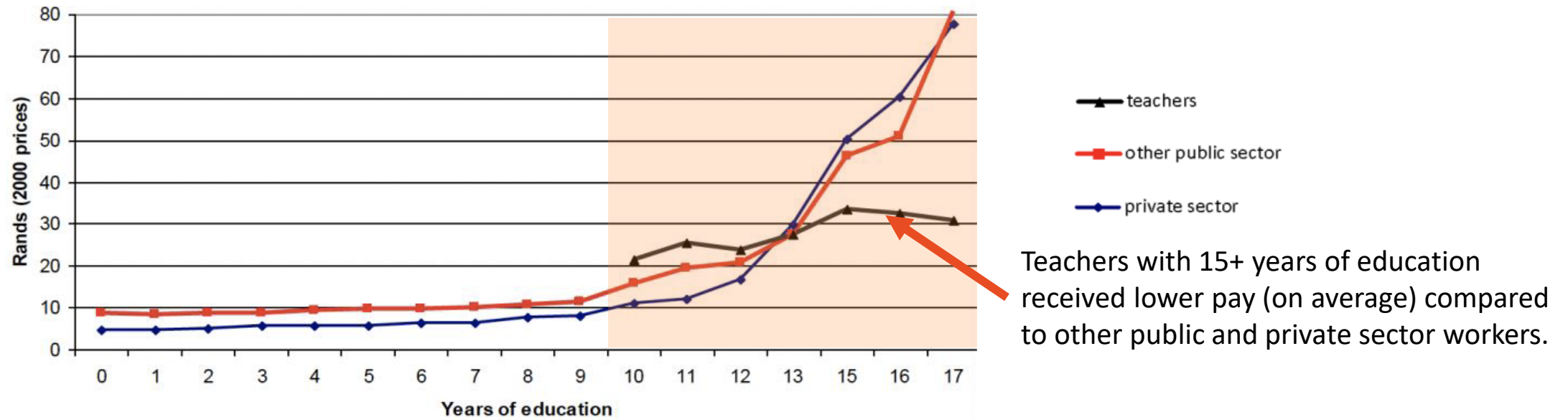
Teachers are older than non-teachers and other professional

Non-teachers

	Teachers	Private Sector	Public sector	Nurses	Professionals
	74%	42%	50%	90%	54%
	43	36	40	42	39
	48%	10%	20%	14%	35%

Teachers are more educated than non-teachers and other professionals

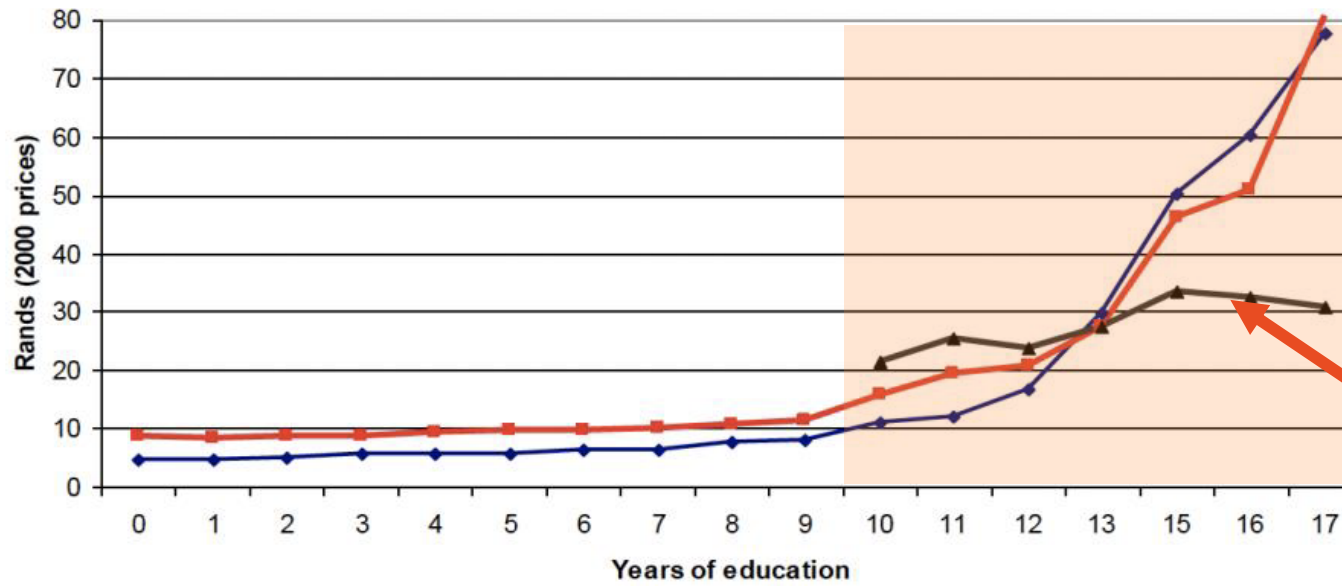
2000 – 2007



National Systemic 2004 – 95% of Gr6 teachers wanting to change careers reported dissatisfaction with the salary they received

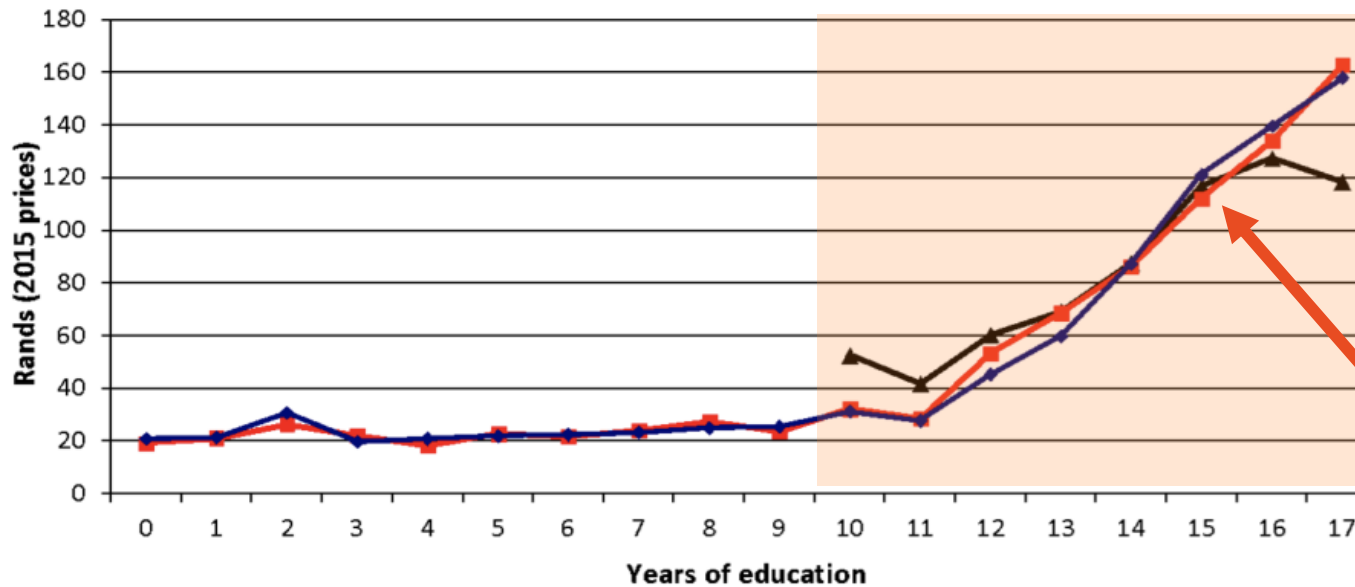
National Systemic 2007 - 90% of Gr3 teachers wanting to change careers reported dissatisfaction with the salary they received

2000 – 2007



Teachers with 15+ years of education received lower pay (on average) compared to other public and private sector workers.

2012 – 2017



Teachers with 15+ years of education received similar pay (on average) to other public and private sector workers.

Median (middle) earner
falls at the 50th percentile

Teachers

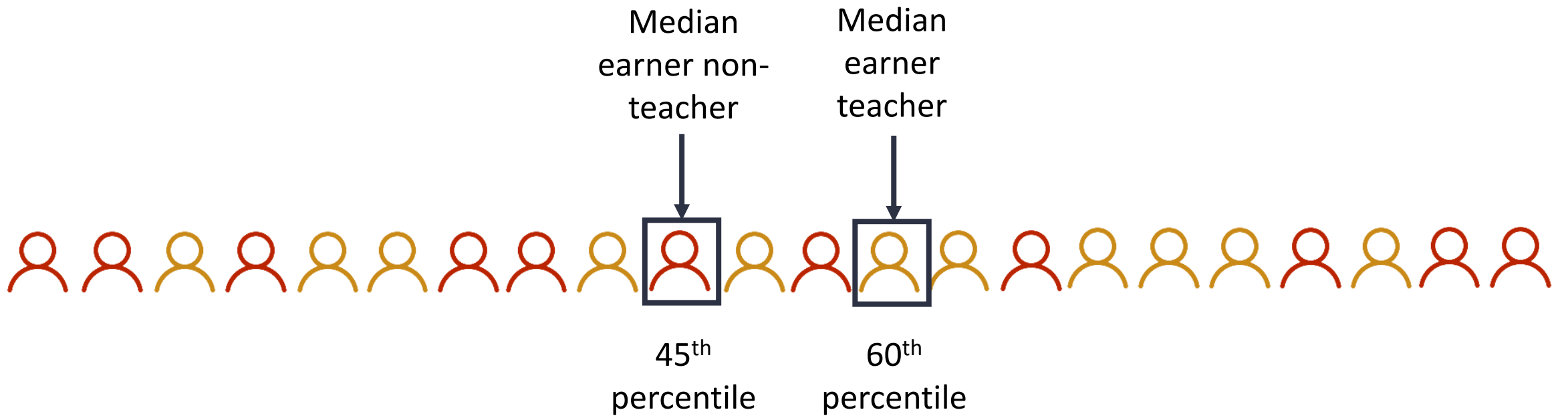


Non-
teachers

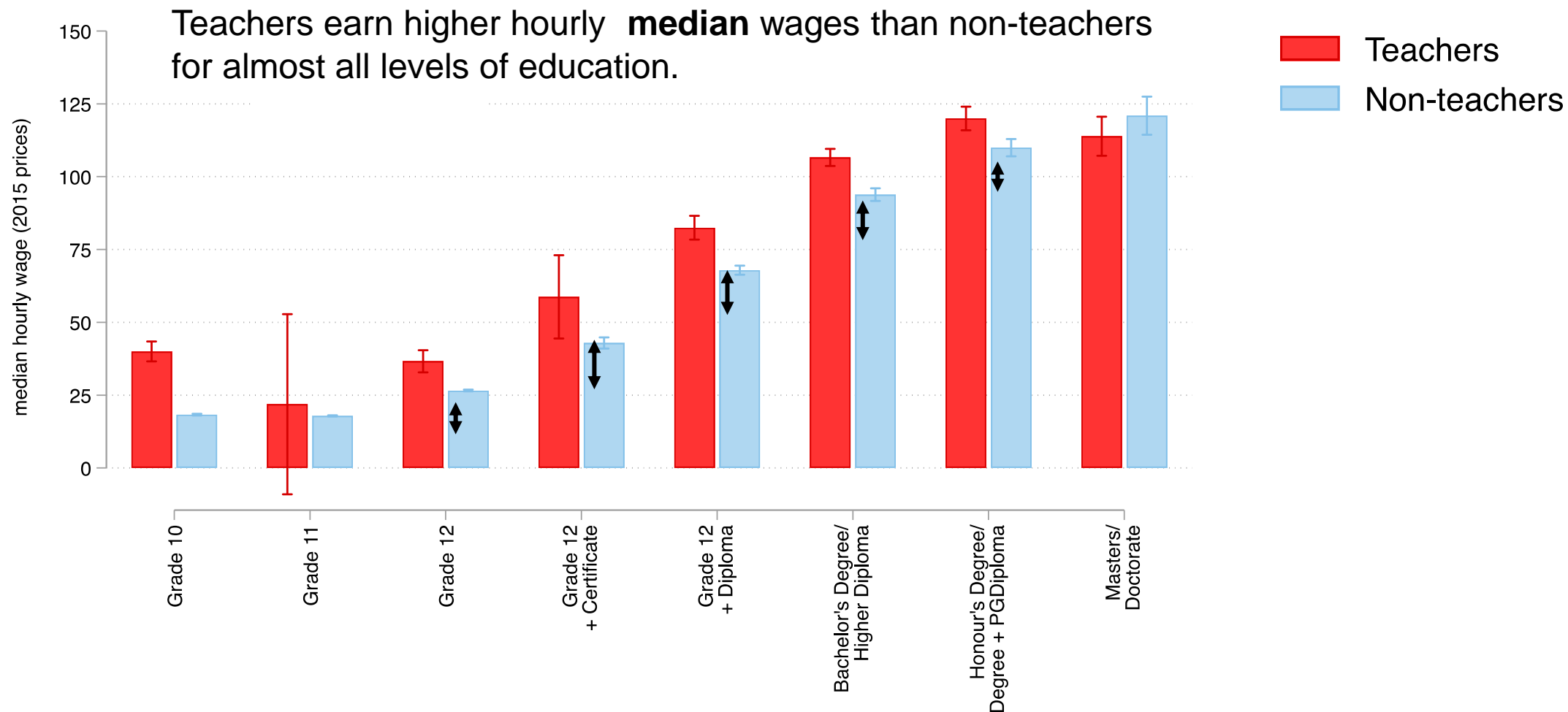


Rank from lowest to
highest earner

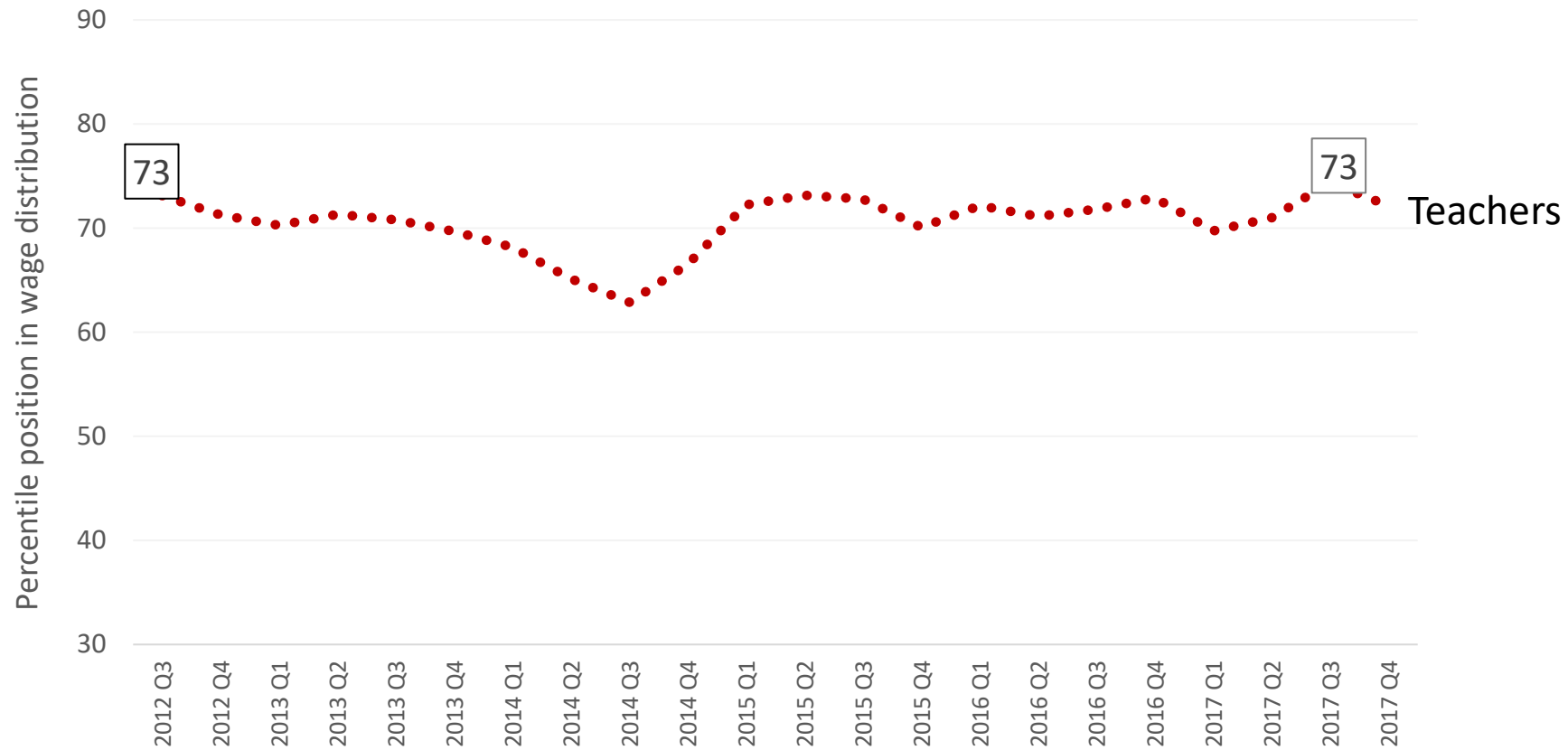




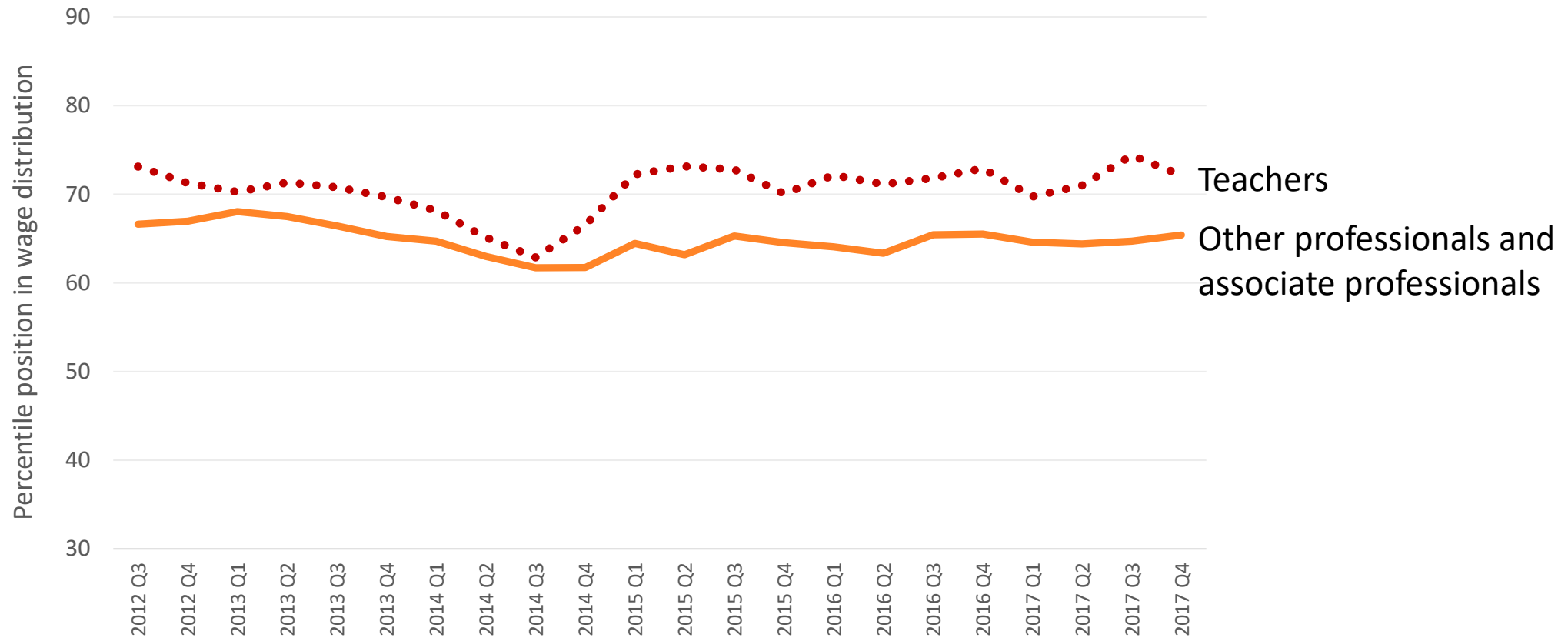
Hourly wage (Quarterly Labour Force Survey (QLFS) 2012 - 2017)



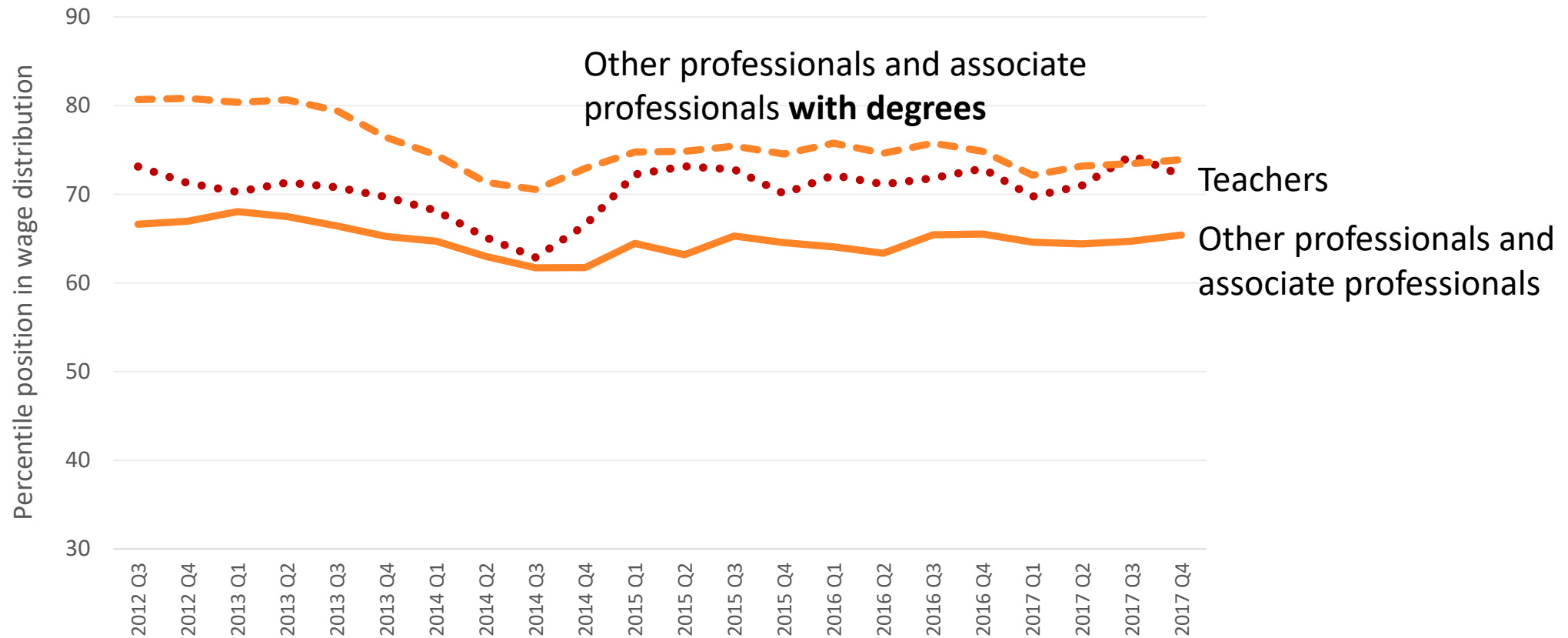
Average teacher hourly wage is higher than at least 70% of people in paid employment in the formal sector.



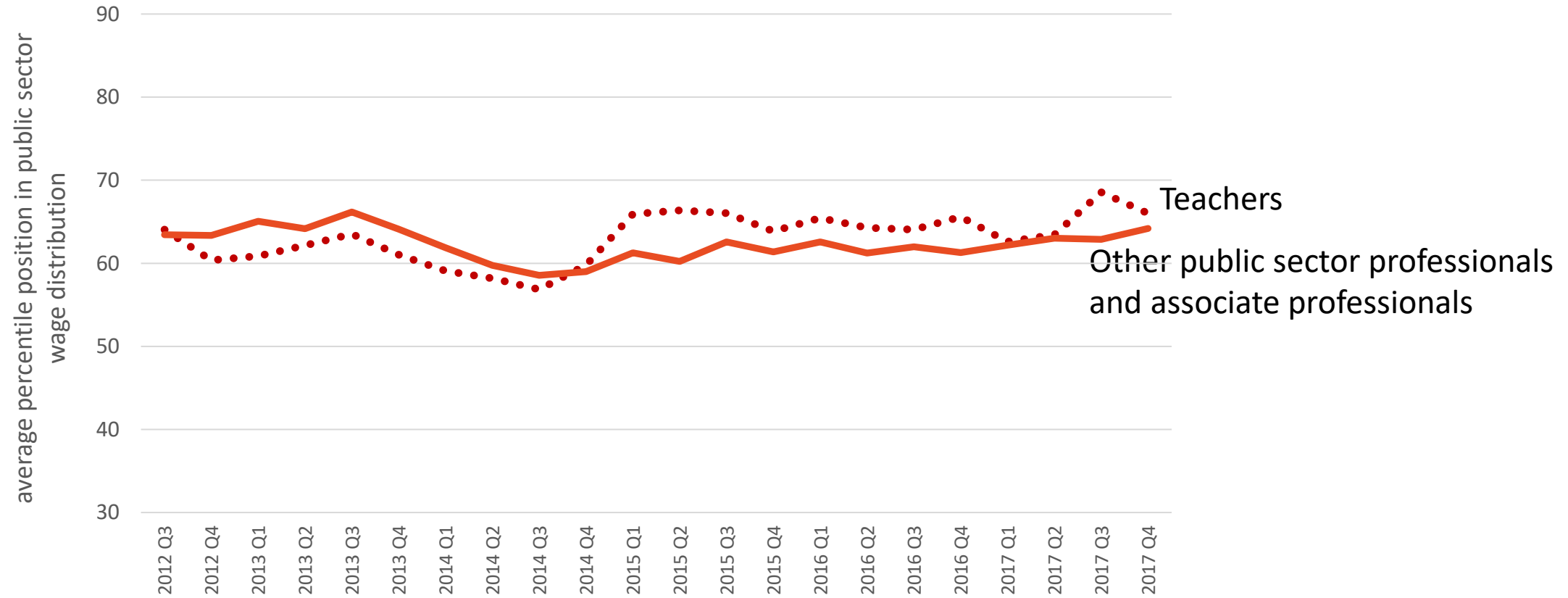
Average teacher lies higher in the wage distribution than the average professional/associate professional.



Average teacher position converged on that of the average **degreed** professional/associate professional.



Average teacher position similar to that of other public sector professionals/associate professionals.



Where does the average teacher fall in the wage distribution of...

... professionals and associate professionals



55th

Where does the average teacher fall in the wage distribution of...

... professionals and associate professionals



... professionals only



40th

Where does the average teacher fall in the wage distribution of...

... professionals and associate professionals



... professionals only



... professionals and associate professionals **with degrees**



↑
2012
35th

↑
2017
45th

Where does the average teacher fall in the wage distribution of...

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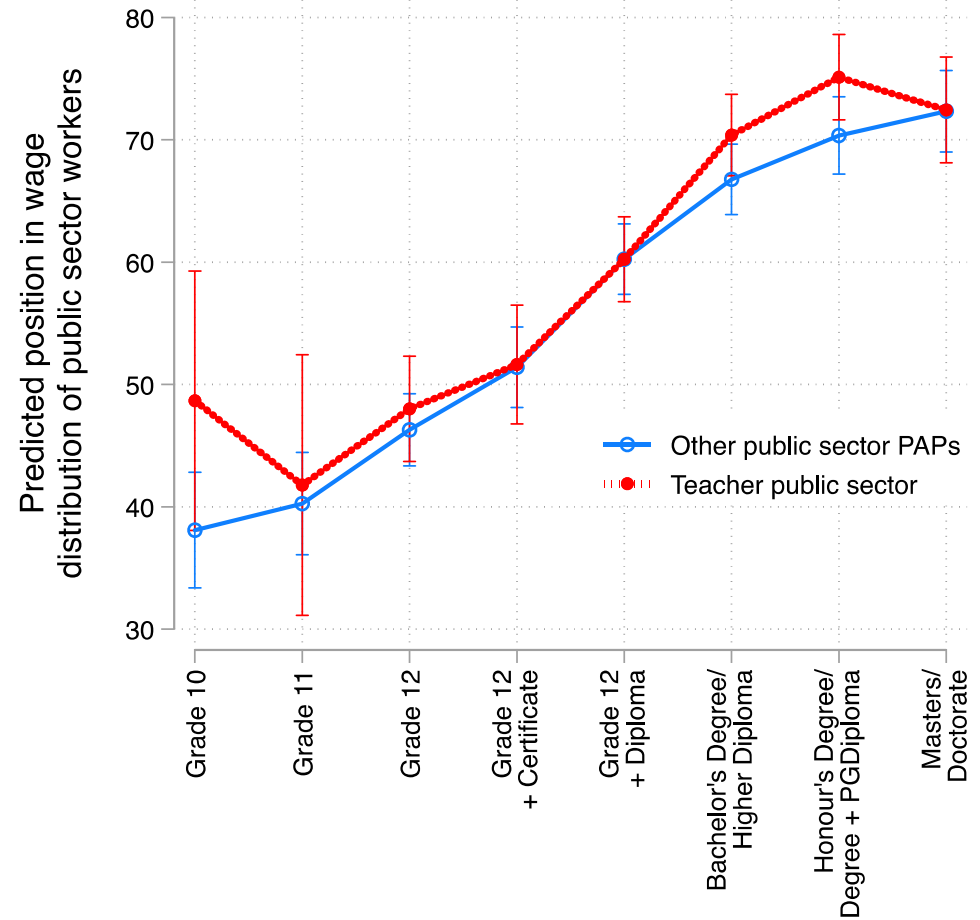
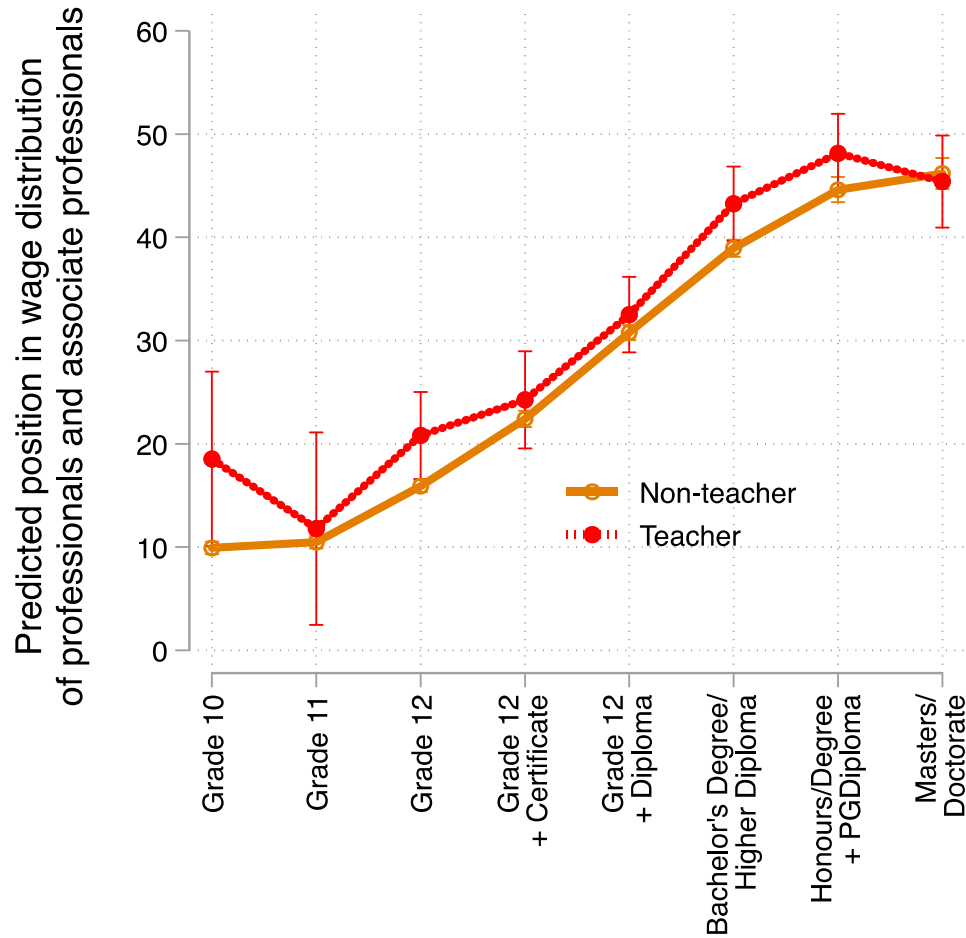
↑
2012
35th

↑
2012
45th

↑
2017
55th

Teachers with degrees

Teachers are expected to rank the same as "similar" professionals and associate professionals in the private and public sectors



Reasons why teachers leave the profession within the first few years

Existing research has indicated four main reasons (Cockburn & Haydn, 2004; Menter, Hutchings & Ross, 2002; Spear, Gould & Lee, 2000; Ross, 2002)

1. Salary & career prospects
2. Disruptive conditions
3. Workload
4. Low status

95% of teachers responding “yes” to wanting to leave teaching in 2004 and 2007 systemics said conditions in education were depressing.

Determinants of the choice to leave teaching (National Systemic):

	2004	2007
Bachelors degree	1.374*	1.525**
Honours degree +	2.065***	1.581**
Society appreciates my work	0.486***	0.561**
Principal appreciates my work	0.537**	0.629*
Learners appreciate my work	0.567*	0.640*
Travel distance very NB for improving job satisfaction	1.434*	1.628*
Salary very NB for improving job satisfaction	0.997	1.749*
Index of classroom resources	0.847*	0.882*
Days lost to strike action	1.238*	1.015*
Principal wants to change career	1.318+	1.314*
C2005 lack confidence to implement	1.567**	
C2005 too difficult to implement	1.259+	

Notes: controls for teacher age, province, school quintile. gender

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Determinants of the choice to leave teaching in 5 years (TALIS):

	(1)	(2)	(3)	(4)	(5)
<25 years	2.400*	2.904*	2.195	2.817**	2.894*
25-29 years	1.859**	2.129***	1.761*	1.842*	1.970**
40-49 years	0.589*	0.665+	0.536**	0.587*	0.604*
Satisfied with salary		0.771			1.024
Profession valued in society		0.595***			0.747*
Teaching first choice of career		1.928***			1.388*
Stress					
Student behaviour			1.099*		1.030
Workplace wellbeing			1.121***		1.053
Workload			0.927*		0.916*
Job satisfaction with profession				0.705***	0.713***

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The role of expectations?

Career choice is influenced by the degree of match between what one is seeking from a job and what the job actually offers (Kyriacou & Coulthard, 2000).

Huberman (1993) referred to the early years in teaching as a period of '**survival** and **discovery**'.

Absolute commitment at the outset versus **hesitancy** about career choice.

How do teachers deal with disenchantment?

