Perceptions of Female Novice Teachers about Teaching Experience during Career Induction Period: a Gender Analysis

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ABSTRACT

In this globalization era, Indonesian women have got equal opportunities to participate in all fields including in education. SM3T (*Sarjana Mengajar di Daerah Terdepan Terluar Tertinggal*) is a governmnet-initiated program that allow novice teachers to teach in 3 T areas (*Terdepan, Terluar dan Tertingga*l/ the frontmost, outmost and lagging areas) in Indonesia. There have been so may stories from the alumni of the program but reseach on this program , especially on the topic related to gender issues, has been very limited. Therefore, this study aimed to reveal the perception of female novice teachers about their career and gender issues based on their experience while participating in the program.

 This is a descriptive qualitave study involving 111 female novice teachers particpating in SM3T program. Innitially, a set of quetionaire was used to gain and identify data about gender issues in 3T areas comprising aspects of gender analysis namely access, control and participation. In-depth interviews were done to colect more data that further will be used to analyse those 3 aspects. Data were analysed using a descriptive qualitative method by using *Harvard framework*.

The data shows that there are some gender issues related to access, participation and control in some 3T areas. In most areas, males are more dominant than females. Female participants face a lot of challenges in terms of natural condition, communication, water availability, tasks as teachers, and sosialization with local community. The obstacles they face are limitation of network access, the feeling of unsafe, limitation of general basic needs and special basic needs for women.

Kata Kunci: *perception, novice teachers, induction career, gender analysis*