

Research Article

# The Low Income of Lecturers Sparks a Worsening Crisis Among University Educators

A. Junaedi Karso <sup>1\*</sup>

<sup>1</sup> Government Study, Universitas Muhammadiyah Makassar, Indonesia 1; e-mail : [junaedi@unismuh.ac.id](mailto:junaedi@unismuh.ac.id)

\* Corresponding Author : A. Junaedi Karso

**Abstract:** According to Law Number 6 of 2023, which stipulates a maximum of 40 working hours per week, a survey conducted by the Kompas Daily Data Journalism Team reveals that the average working hours of lecturers in Indonesia reach 69.64 hours per week throughout 2024. This data highlights a significant discrepancy between the legal provisions and the reality of lecturers' workloads. Despite the law setting limits, many lecturers at Indonesian state universities are facing workloads that far exceed the stipulated working hours. These workloads consist of teaching responsibilities, research, community service, campus administration, and even side jobs, making it clear that the working conditions for lecturers are far from ideal. Moreover, the low salaries, especially for lecturers in private universities, have severe implications not only on individual welfare but also on the broader educational system. The low income of lecturers contributes to a looming teaching crisis on campus, which will inevitably affect the quality of education and lecturer performance. This crisis is further reflected in public sentiment. Google Trend data shows a sharp increase in searches for the phrase "don't be a lecturer," reaching a peak of 100 at the end of January 2025, indicating a growing disillusionment with the profession. In addition, a staggering 76.5% of lecturers have side jobs outside of their academic duties. The most common side jobs include consulting (32.4%), teaching (18.9%), research (16.2%), and writing (2.7%). A smaller percentage (5.41%) are engaged in informal work, such as being online motorcycle taxi drivers. These figures reveal the heavy burden on lecturers to seek additional income, which ultimately compromises their focus and performance in their primary academic roles.

**Keywords:** Faculty crisis; Higher education, Lecturers on Campus; Low Lecturer Income; Triggering Crisis

## 1. Introduction

The impact of low lecturer income (especially in Private Universities) in Indonesia has an impact on individual welfare, but also raises signals of a teaching crisis on campus.

Indeed, the salary of lecturers at PTN legal entities (PTN BH) was initially high, which could reach three times the UMP. A minimum salary of three times the minimum wage is quite ideal. However, currently the UMP is no longer in accordance with the needs of life, because the UMP is the standard for someone to survive simply.

Not to mention, the prices of basic necessities tend to be expensive, especially for lecturers in eastern Indonesia. Kompas analysis states that based on Higher Education Statistics data, the growth of PTN lecturers in 2018/2019 was 5.4%, equivalent to 4,131 lecturers per year. However, in 2022/2023, the figure slowed to 1.2%, equivalent to 1,063 lecturers per year, finding that the work of lecturers at Indonesian state universities is increasing, increasing by 16% in 2024 compared to the previous year.

However, the increase in their basic salaries tends to stagnate, only increasing by around 5% every two years: (1) This issue of lecturer welfare affects the image of the teaching profession. Google Trend data shows that interest in searching for the phrase "don't be a lecturer" peaked at 100 points at the end of January 2025, (2) As many as 76.5% of lecturers have side jobs outside campus, (3) The majority of side jobs (32.4%) of lecturers are as

Received: July 02, 2025

Revised: July 16, 2025

Accepted: July 30, 2025

Available Online: August 01, 2025

Curr. Ver.: August 01, 2025



Copyright: © 2025 by the authors.  
Submitted for possible open access publication under the terms and conditions of the Creative Commons Attribution (CC BY SA) license (<https://creativecommons.org/licenses/by-sa/4.0/>)

consultants, then teachers 18.9%, researchers 16.2%, writers 2.7%, (4) The remaining 5.41% work informally part-time. Informal jobs include online motorcycle taxi drivers.

Many lecturers at Indonesian state universities face a workload that far exceeds the statutory working hours. Although Law Number 6 of 2023 stipulates a maximum working hour of 40 hours per week, a survey conducted by the Kompas Daily Data Journalism Team shows that the average working hours of lecturers reached 69.64 hours per week throughout 2024.

This workload includes teaching, research, community service, campus administration, and side jobs. For example, a lecturer in East Java reported working from 04.00 to 02.00 the next day for community service activities, then immediately continuing with administrative duties on campus. Lecturers spend their days off to guide students in professional practice: (1) The average salary of lecturers at Indonesian state universities is only 1.3 times the provincial minimum wage (UMP), much lower than neighboring countries such as Cambodia (6.6 times UMP), Thailand (4.1 times), and Vietnam (3.42 times), (2) With a basic salary of around Rp 2.9 million per month, many young lecturers face difficulties in meeting their living needs, especially those who are married. A comparison of purchasing power to basic necessities such as rice shows that lecturers' salaries in Indonesia are only enough to buy around 143 kg of rice per month, far below neighboring countries, (3) Lecturers' welfare is still far from adequate, while the demands of the profession continue to increase. For years, lecturers have struggled to improve their welfare. While working as a lecturer, Muda found it difficult to save. He could only save if he received an honorarium from a side job, (4) Because, until now we have not had a regulation that states that lecturers' salaries are two or three times the minimum wage.

## 2. Proposed Method

Based on the background above, the formulation of the problem in this paper is: "Low Lecturer Income Triggers a Teaching Crisis on Campus"?

The Data Collection Technique uses Online Data Search/Internet searching, browsing, surfing or downloading data, books, magazines, journals, theses, dissertations, online news, media, websites and sources from experts related to matters related to "Low Lecturer Income Triggers a Teaching Crisis on Campus".

## 3. Results and Discussion

### 3.1. How the Low Income of Lecturers Signals a Crisis

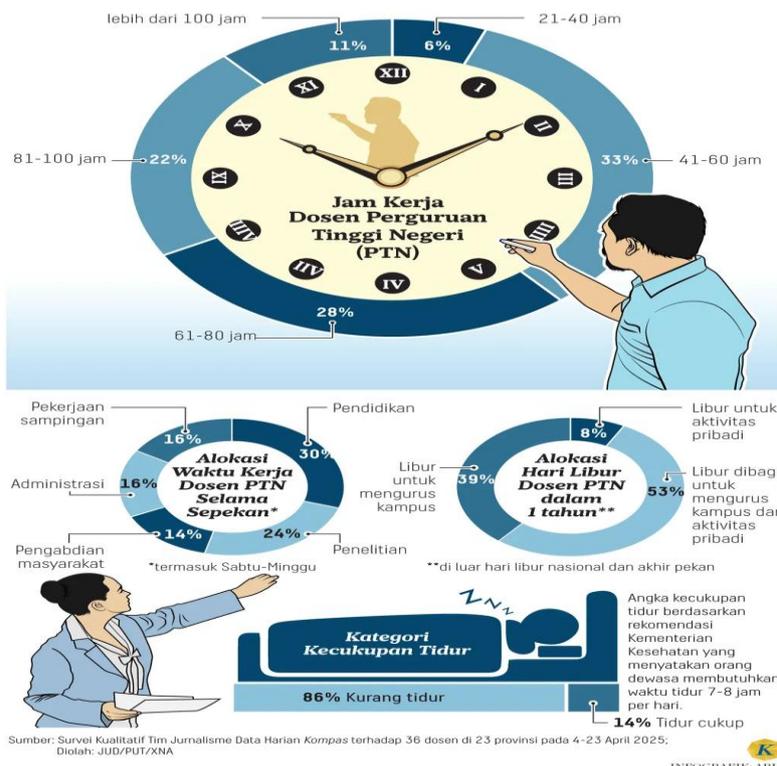
The low income of lecturers in Indonesia not only impacts individual welfare, but also raises signals of a crisis of teachers in the campus environment.

A qualitative survey by the Kompas Data Journalism Team found that the number of lecturers at state universities in Indonesia is increasing, increasing by 16% in 2024 compared to the previous year. However, the increase in their basic salaries tends to stagnate, only increasing by around 5% every two years

This issue of lecturer welfare affects the image of the teaching profession. Google Trend data shows that interest in searching for the phrase "don't be a lecturer" peaked at a high of 100 points at the end of January 2025.

Analysis of Higher Education Statistics data, the growth of PTN lecturers in 2018/2019 was 5.4%, equivalent to 4,131 lecturers per year. However, in 2022/2023, the figure slowed to 1.2%, equivalent to 1,063 lecturers per year.

To see further the working hours of lecturers at State Universities (PTN) can be seen in the Indonesian language infographic below:



Source: Kompas (2025)

### 3.2. Lecturers Must Find Side Jobs

Amidst limited salaries to meet living needs, as many as 76.5% of lecturers have side jobs outside campus. This is the result of a qualitative Kompas survey of 36 PTN lecturers on April 3-24, 2025.

The majority of side jobs (32.4%) of lecturers are as consultants, then teachers 18.9%, researchers 16.2%, writers 2.7%. The remaining 5.41% work informally part-time. Informal jobs include online motorcycle taxi drivers.

Additional income from online motorcycle taxis carried out by Didi (30), a civil servant lecturer in West Java is IDR 100,000-IDR 200,000 per day. He uses this income to pay monthly water and electricity bills, as well as daily meals.



KOMPAS/TOTOK WIJAYANTO Online transportation or online motorcycle taxi (ojol) drivers wait for passengers near Palmerah Station, Jakarta, Thursday (8/5/2025). As many as 1.75 million ojol have not yet become participants in the employment social security program. So far, only around 250,000 online transportation drivers have become participants in the program.

### 3.3. Lecturers Must Work Beyond the Specified Working Hours

Many lecturers at state universities in Indonesia face a workload that far exceeds the working hours stipulated by law. Although Law Number 6 of 2023 stipulates a maximum working hour of 40 hours per week, a survey conducted by the Kompas Daily Data Journalism Team shows that the average working hours of lecturers reached 69.64 hours per week throughout 2024.

This workload includes teaching obligations, research, community service, campus administration, and side jobs. For example, a lecturer in East Java reported working from 4 a.m. to 2 a.m. the next day for community service activities, then immediately continued with administrative duties on campus. Another lecturer in West Java spent his days off mentoring students in professional practice.

### 3.4. Indonesian Lecturers Survive with Stagnant Income

The average salary of lecturers at Indonesian state universities is only 1.3 times the provincial minimum wage (UMP), much lower than neighboring countries such as Cambodia (6.6 times UMP), Thailand (4.1 times), and Vietnam (3.42 times).

With a basic salary of around IDR 2.9 million per month, many young lecturers face difficulties in meeting their living needs, especially those who are married. A comparison of purchasing power for basic necessities such as rice shows that lecturers' salaries in Indonesia are only enough to buy around 143 kg of rice per month, far below neighboring countries.



KOMPAS/ADRYAN YOGA PARAMADWYA Lecturers unfurl critical banners during a peaceful demonstration around the Arjuna Wijaya Statue, Jakarta, Monday (3/2/2025).

Hundreds of ASN lecturers from the Ministry of Higher Education, Science, and Technology (Kemendiknas) from various regions are demanding payment of performance allowances (tukin). The lecturers who are members of the Alliance of ASN Lecturers of the Ministry of Education, Science, and Technology of Indonesia (Adaksi) are demanding payment of the 2020-2024 tukin and ensuring the budget and disbursement of the 2025 tukin. (Kompas.id, 20 May 2025).

### 3.5. High Cost of Living

Less than a year after being appointed as a civil servant lecturer in South Papua, Muda (30) feels that his salary is just enough. Every month he gets a basic salary of IDR 3.4 million plus IDR 700,000 in side dishes if he goes to campus every working day. Total income of IDR 4.1 million per month still feels difficult to meet the needs of life in Papua.

### 3.6. Indonesian Lecturers, Between the Call of the Heart and the Call of the Stomach

The welfare of lecturers is still far from adequate, while the demands of the profession continue to increase. For years, lecturers have struggled to improve their welfare.

While working as a lecturer, Muda found it difficult to save. He could only save if he received an honorarium from a side job.

### 3.7. Comparison of Lecturer Salaries and Worker Salaries in Indonesia

According to Anggun Gunawan (4/29/2025). National Coordinator of the State Civil Apparatus Alliance within the Ministry of Education, Science and Technology (Adaksi) "The first five years are difficult to survive. For example, PNS lecturers get a salary of IDR 3 million per month plus several allowances outside of the performance allowance. If it is purely from salary, it is not enough, it is still a hole in the pocket. That's why some friends work extra, "

### 3.8. Lecturer Salaries Are Also Affected by Campus Clustering

According to Anggun, a number of PTN legal entities (PTN BH), the initial salary is already high, which can reach three times the UMP. A minimum salary of three times the minimum wage, according to Anggun, is quite ideal. Currently, Adaksi is submitting a minimum standard for lecturers' salaries to the government regarding this matter. "Until now,

we have not had any regulations that say that lecturers' salaries are two or three times the minimum wage,".

The demands are not without reason. Currently, the UMP is no longer in accordance with the necessities of life. According to him, the UMP is a standard for someone to survive simply. Not to mention, the prices of basic necessities tend to be expensive, especially for lecturers in eastern Indonesia.

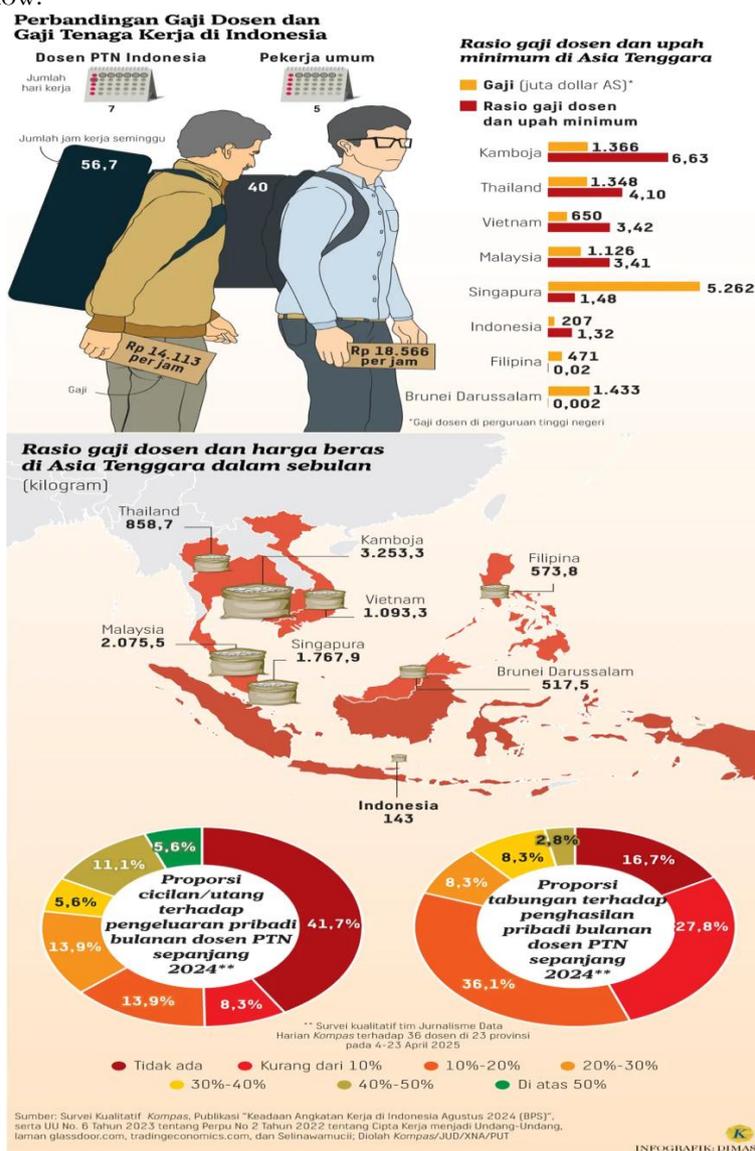
"The first five years are difficult to survive. For example, civil servant lecturers get a salary of IDR 3 million per month plus several allowances outside of the performance allowance. If it is purely from salary, it is not enough, it is still a hole in the pocket. That's why some friends work extra, ". (Kompas.id, 4/29/2025).

Lecturer salaries are also influenced by the clustering of campuses of a number of PTN legal entities (PTN BH), the initial salary is already high, which can reach three times the UMP. The minimum salary is three times the minimum wage, quite ideal.

Currently, Adaksi is submitting a minimum standard for lecturer salaries to the government regarding this matter. "Until now, we have not had any regulations that say that lecturers' salaries are two or three times the minimum wage, ".

The demands are not without reason. Currently, the UMP is no longer in accordance with the necessities of life. According to him, UMP is a standard for someone to survive simply. Not to mention, the prices of basic necessities tend to be expensive, especially for lecturers in eastern Indonesia.

To see a comparison of lecturer and labor salaries in Indonesia and the ratio of lecturer salaries and minimum wages in Southeast Asia can be seen in the Indonesian language infographic below:



Source: Kompas (2025)

#### 4. Conclusions

According to Law Number 6 of 2023, the maximum working hours are 40 hours per week, a survey conducted by the Kompas Daily Data Journalism Team showed that the average working hours of lecturers reached 69.64 hours per week throughout 2024. However, strangely, even though lecturers' salaries are small, many lecturers at Indonesian state universities face a workload that far exceeds the working hours stipulated by law. This workload includes teaching obligations, research, community service, campus administration, and side jobs.

For example, a lecturer in East Java reported working from 04.00 to 02.00 the next day for community service activities, then immediately continued with administrative duties on campus. Lecturers spend their days off to guide students in professional practice:

- The average salary of lecturers at Indonesian state universities is only 1.3 times the provincial minimum wage (UMP), much lower than neighboring countries such as Cambodia (6.6 times UMP), Thailand (4.1 times), and Vietnam (3.42 times).
- (Moreover, the income of lecturers (especially in Private Universities) in Indonesia affects individual welfare, but also raises signals of a teaching crisis in the campus environment).
- With a basic salary of around Rp 2.9 million per month, many young lecturers face difficulties in meeting their living needs, especially for those who are married. A comparison of purchasing power to basic necessities such as rice shows that lecturers' salaries in Indonesia are only enough to buy around 143 kg of rice per month, far below neighboring countries.
- Lecturers' welfare is still far from adequate, while the demands of the profession continue to increase. For years, lecturers have struggled to improve their welfare. While working as a lecturer, Muda found it difficult to save. He could only save if he received an honorarium from a side job.

Because, until now we have not had a regulation that states that lecturers' salaries are two or three times the minimum wage.

Although there are lecturers' salaries at PTN legal entities (PTN BH), initially they were already high, namely up to three times the UMP. However, currently the UMP is no longer in accordance with living needs, because the UMP is the standard for someone to survive simply. Not to mention, the prices of basic necessities tend to be expensive, especially for lecturers in eastern Indonesia:

- The issue of lecturer welfare affects the image of the lecturer profession. Google Trend data shows that interest in searching for the phrase "don't be a lecturer" peaked with a highest point of 100 at the end of January 2025.
- As many as 76.5% of lecturers have side jobs outside campus.
- The majority of side jobs (32.4%) of lecturers are as consultants, then teachers 18.9%, researchers 16.2%, writers 2.7%.
- The remaining 5.41% work informally as online motorcycle taxi drivers.

#### References

- [1] Anwar, S. (2025). Tren minat menjadi dosen di Indonesia: Analisis data Google Trends. *Jurnal Teknologi dan Pendidikan*, 5(2), 91-97.
- [2] Astuti, M. R., & Kurniawan, H. (2023). Persepsi dosen terhadap remunerasi dan beban kerja di perguruan tinggi swasta. *Jurnal Manajemen Pendidikan*, 12(1), 67-76.
- [3] Fadli, P., & Anggraini, L. (2023). Fenomena 'side job' dosen dan dampaknya terhadap komitmen institusional. *Jurnal Kajian Pendidikan Tinggi*, 7(1), 42-51.
- [4] Irawan, Y. (2021). Profesionalisme dosen dalam perspektif kesejahteraan sosial. *Jurnal Pembangunan Sosial*, 9(2), 73-80.
- [5] Kemendikbudristek. (2024). Statistik pendidikan tinggi 2024. Pusat Data dan Informasi Pendidikan. <https://www.kemdikbud.go.id>
- [6] Kompas Data Journalism. (2025, January). Dosen bekerja rata-rata 69 jam per minggu. *Harian Kompas*. <https://www.kompas.id>
- [7] Mulyadi, P. K. (2023). Analisis kinerja dosen ditinjau dari beban kerja dan kesejahteraan. *Jurnal Akuntabilitas Manajemen Pendidikan*, 11(1), 56-65.
- [8] Nugroho, A. S. (2021). Ketimpangan gaji dosen dan implikasinya terhadap kualitas pendidikan tinggi. *Jurnal Ekonomi dan Pendidikan*, 18(2), 134-140.
- [9] Prasetyo, B. (2023). Implikasi gaji rendah terhadap profesionalisme dosen. *Jurnal Ilmu Sosial dan Politik*, 14(4), 201-209.
- [10] Rahmawati, L., & Saputra, R. D. (2022). Motivasi dosen melakukan pekerjaan tambahan: Studi fenomenologi. *Jurnal Psikologi Pendidikan*, 10(3), 179-188.
- [11] Rosalina, M. P., et al. (2025, May 22). Indonesian lecturers' salaries are lower than neighboring countries. *Kompas.id*. <https://www.kompas.id/> [Accessed: May 22, 2025, 08:42 WIB].

- [12] Rosalina, M. P., et al. (2025, May 22). Why low lecturer income triggers a teaching crisis on campus. Kompas.id. <https://www.kompas.id/> [Accessed: May 22, 2025, 07:01 WIB].
- [13] Siregar, H. L. (2022). Kontribusi dosen pada pendidikan, penelitian dan pengabdian: Sebuah tantangan multi-peran. *Jurnal Ilmiah Pendidikan*, 6(2), 100-110.
- [14] Subekti, A. H. (2021). Problematika kesejahteraan dosen di perguruan tinggi Indonesia. *Jurnal Pendidikan dan Kebudayaan*, 25(3), 311-322. <https://doi.org/10.24832/jpnk.v25i3.2101>
- [15] Suryadi, R. (2022). Tantangan dosen di era digital: Antara beban kerja dan kesejahteraan. *Jurnal Ilmiah Pendidikan dan Sosial*, 9(2), 45-53. <https://doi.org/10.31227/osf.io/hjs2t>
- [16] Utomo, B. (2023). Refleksi Undang-Undang Nomor 6 Tahun 2023 tentang ASN: Implikasi bagi dosen. *Jurnal Hukum dan Kebijakan Publik*, 15(1), 11-20.
- [17] Wahyuni, T. (2022). Kinerja dosen dan hubungannya dengan penghasilan tambahan di luar kampus. *Jurnal Administrasi Pendidikan*, 28(1), 89-100. <https://doi.org/10.55338/jcama.v1i1.15>