

## **A Study of the Key Roles of Teachers' Associations in Education System in Khyber Pakhtunkhwa**

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### **Abstract**

*The purpose of this study was to investigate the key roles of Teachers' Associations in education system. The main objectives of the study were to find out the basic functions of teachers' associations, to highlight the importance of teachers' associations, to evaluate the responsibilities of teachers' associations and to investigate the effectiveness of teachers' associations. All High Schools of District Swat in Khyber Pakhtunkhwa Pakistan were the population of the study. Ten High Schools in urban area and 100 teachers were selected randomly as sample of the study. The data was collected through questionnaires. It was tabulated and result was shown in percentage, mean score and standard deviation. Findings of the study indicated that Teachers' Associations play very important roles in education system. They work for the protection of teachers' rights, keep them united, solve their problems, help in raising funds for the betterment of education and bring reforms in education system.*

**Key words:** Teachers' Associations, teachers Unity, association of teaching staff, education system,

### **Introduction:**

Teachers are considered as the builders of the nations and Teachers Associations as the integral part of education system. Teachers' Associations are the organizations of teachers which keep teachers united and work for the betterment of

education system. These associations provide a platform to a large number of teachers and their collective voice has the power to solve the problems of teachers and to work for the betterment of education system. Different researchers and experts have disclosed very important roles and functions of teachers' associations.

According to Nelis (2001) the availability of Teachers Associations in educational institutions play positive role in promoting the quality of education. They work for the professional development of teachers, introduce new trends and innovations, create awareness among teachers to face new challenges and work regularly for the betterment of educational institutions. Teachers' associations work for the best possible working conditions and collective interest of teachers (Loyo 2001). They solve various problems of teachers, help them in their promotion and transfer, demand possible attractive wage for them and make efforts for reducing work load of teachers. According to Masenya (2013) Teachers' Unions play their vital role in school system and they cannot be isolated from school system. They are considered as an integral part of education system due to their many-fold purposes. They usually demand for more teachers to provide best teaching facilities. They mostly demand for more budgets for developmental activities at school. They also create opportunities of co-curricular activities for the overall development of students.

Teachers' Associations provide great support to teachers when they face problems (Ager and Pyle 2013). Teachers cannot defend their rights individually. They generally face great problems in their promotion, transfer and other official works. The collective voices of these associations enable them to get their due rights and to provide them support whenever they are in trouble. According to Han (2012) Teachers' Associations play their vital role to increase salaries of their members so that they will fulfill their needs easily and will perform their duties. Associations generally work for decreasing working hours and increasing wages. It means that these associations want to

maximize the well-being of their members (Lovenheim 2009). As the work load and responsibilities of teachers increasing day by day due to new approaches and new styles of teaching. The numbers of students in classrooms are also increasing rapidly. In such circumstances teachers need more facilities for teaching purposes. Association can get such facilities for teachers from the authorities. On the other hand the economical conditions also changing rapidly and the demands of human being increasing. Teachers' community also needs economical growth for their survival being a respectable portion of the society. Associations provide them a platform to raise their collective voice for the betterment of their life style. Teachers' Unions extended their voices for issues related to standard-of-living (Haas 2010).

According to Rosenfeld (2010) Teachers' Unions struggle for their dignity, benefits and for their rights. The united forum of teachers provide them strength as union is strength which enable them acquire their rights and dignity in a most convenient way. Like other unions, teachers' unions also have the right to defend their rights and to raise their collective voice for justice, equality and dignity. Harman (1984) reported that teachers' associations can play their important role during educational policy making process because these associations can easily exert pressure on authorities for developing attractive and more useful educational policies. Educational policies must be developed with the help of expert teachers as they are well aware of the needs and requirements of education system. According to a famous proverb "Every man does his business well", teachers' responsibilities can contribute well during educational policy making. According to Eberts (2007) teachers' associations work to improve working conditions of teachers, enhance job security and raise teachers' salaries. Almost all the unions of the world keep the same fundamental rules. Their foremost duty is to increase their salary, to get job security, to reduce work load and to achieve their rights. Teachers' associations also follow these rules for the betterment of their members. Many teachers are organized in various associations because they cannot face all the challenges alone. These associations provide them support on local level, national and global levels

(Beltran 2012). Teachers' associations provide support to their members, that is why most teachers join associations to solve their problems through their association leaders.

According to Kleiner and Petree (1988) teachers' unions increase salaries of their members through political and bargaining means. Many teacher associations and political parties support each other. With the help of political parties associations increase the wages and facilities of their members. Rottmann (2008) suggested that teachers' associations defend the rights of teachers and public education. Associations are helpful in spreading and developing public education. They mostly work for the rights of teachers and solve the problems of their members. Pansiri (2013) highlighted that Government with the help of teachers' associations can easily focus on reformation activities through professional development of teachers. Education system needs regular reforms and positive changes with the passage of time. Teachers' associations provide great support to government for bringing reforms in education system. Without the associations' support it becomes very difficult for government to bring reformations.

According to Dinardo and Lemieux (1997) associations reduce inequality among the wages of teachers and standardizing the pay level among workers. According to Kingdon and Muzammil (2008), the important role of teachers' associations is the development of professional honesty and the resistance of professional misconduct.

### **Objectives**

1. To find out the basic functions of Teachers' Associations.
2. To highlight the importance of teachers' associations.
3. To evaluate the responsibilities of teachers' associations.
4. To investigate the effectiveness of teachers' associations in education system.

### **Methodology & Delimitation**

It was a survey type study; data was collected through a questionnaire from the targeted population. Due to time constraint the study was delimited to urban area schools only. Research tool was administered personally and then collected data was

analyzed properly and suitable statistical tools were applied the result was shown in graphs. The findings were discussed, conclusion was drawn and at the end some suggestions were given.

### Population and Sampling

Population of the study was chosen as all High Schools of District Swat in K.P Pakistan. Ten High Schools in urban area and 100 teachers were selected randomly as sample of the study.

### Instrument

A survey questionnaire was used for data collection. For this purpose a close-ended questionnaire was developed for teachers to provide responses to the key questions of the study. The collected data was analyzed through SPSS Version 20 and was tabulated in the form of percentage, means and standard deviation. It was further presented with the help of comprehensive graphs

### Results and Discussions

#### Cumulative result of Teachers' responses

1. Teacher Associations are important for the development of education system. 51 %
2. Teacher Associations keep teachers united. 86 %

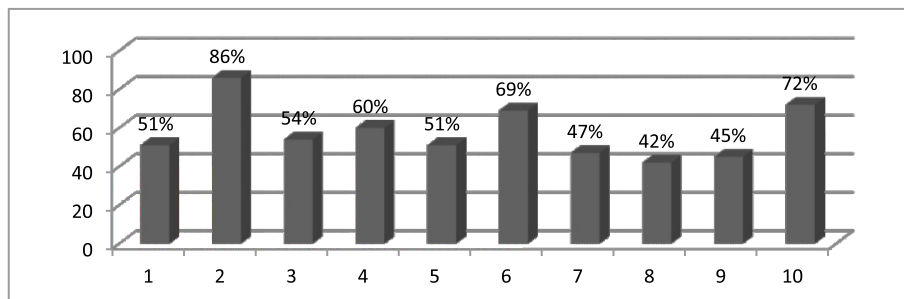


Figure 1. Percentage of Respondents' Agreement

3. Teacher Associations work for the increase of salary. 54 %
4. Teacher Associations solve the problems of teachers. 60 %
5. Teacher Associations work only for their own members. 51 %
6. Teacher Associations bring educational reforms. 69 %
7. Teacher Associations work to raise funds for education. 47 %
8. Teacher Associations play their role during educational policy making. 42 %
9. Teacher Associations work for the protection of human rights. 45 %
10. Teacher Associations defend the rights of teachers. 72 %

### Discussion

The analyzed data indicated that out of hundred respondents 51% opted for agreed, 30% opted for disagreed and 19% were undecided with the statement. Mean score is 3.39 which is above than 3. It shows that teacher associations are important for the development of education system. 86% teachers are agreed while only 9% are disagreed with the statement that teacher associations keep teachers united. 54% responded that teacher association work for the increase of salary while 32% showed disagreement with the statement. Majority of the respondents (60%) declared their agreement while only 19% were disagreed with the statement that Teacher Associations solve the problems of teachers. 51% opted for agreed and 26% opted for disagreed with the statement that Teacher Associations work only for their own members. Its mean score is 3.35 which is

above the assumed score 3 and support the agreement. Most of the teachers (69%) reported that Teacher Associations bring educational reforms while only 17 % opposed the statement. Nearly half of the respondents (47%) claimed that Teacher Associations work to raise funds for education while 39% were not agreed with the statement. Only 42% answered that Teacher Associations play their role during educational policy making but 40% respondents were of the opposition with the statement and 18% were undecided. 45% of the total respondents were agreed, 37%

were disagreed while 18% were undecided with the statement that Teacher Associations work for the protection of human rights. A remarkable number of respondents (72%) replied that Teacher Associations defend the rights of teachers and only 16% were disagreed. Its mean score is 3.74 which is above than 3 and indicates that teachers' associations defend the rights of teachers.

### **Findings**

- Teacher Associations defend the rights of teachers.
- Teacher Associations keep teachers united
- Teacher Associations work for the increase of salary.
- Teacher Associations solve the problems of teachers.
- Teacher Associations work only for their own members.
- Teacher Associations bring educational reforms.
- Teacher Associations work to raise funds for education.
- Teacher Associations work for the protection of human rights.
- Teacher Associations play their role during educational policy making.
- Teacher Associations are important for the development of education system.

### **Conclusion:**

Teacher Associations have many fold purposes. They work for the improvement and quality of education, provide best possible working conditions for teachers, support them when they face problems, struggle for the increase of salary, work for teachers rights and dignity, facilitate educational policy making process, struggle for teachers' job security, bring educational reforms and work for the professional development of teachers. The study indicated that these Teacher Associations can improve education system through their multi-dimensional roles.

**Recommendations**

1. Teacher Associations should work as educational reformers.
2. Teacher Associations should encourage merit policy in education department
3. Teacher Associations should work for the professional development of teachers.
4. Teacher Associations should work for quality Education
5. Teacher Associations should not interfere in departmental affairs.
6. Teacher Associations should arrange workshops and refresher courses for teachers.
7. Teacher Associations workers should arrange their meetings after school time.
8. Teacher Associations should introduce new trends in education system.
9. Teacher Associations should not take part in political activities.
10. Teacher Associations should have their own code of conduct.
11. Teacher Associations should strictly oppose strikes and protests



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