



# TEACHERS' PERCEPTIONS ON COEXISTENCE OF MULTIPLE TRADE UNIONS IN PUBLIC SECONDARY SCHOOLS IN TANZANIA

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## ABSTRACT

**Purpose:** The purpose of this study was to examine teachers' perceptions on coexistence of multiple trade unions in public secondary schools in Tanzania. The study objective specifically was; to examine teachers' perceptions on coexistence of multiple trade unions in public secondary schools in Tanzania. Also, the study was guided with one question; what are Teachers' perceptions on coexistence of multiple trade unions in public secondary schools? **Methodology:** The study was in form of qualitative, it was a case study design involving ten public secondary schools (A-J) in Dodoma city council. The population was Trade Unions' Members, Trade Unions' Leaders and Tanzania Registrar of Trade Unions. The sampling procedure used was purposive only; the sample size of 44 participants was employed. Two research instruments were used (focused group discussion and interview). Data was analyzed by using six stages of thematic analysis. **Findings:** the findings revealed teachers' perceptions on the coexistence of teacher's multiple trade unions such as; competition among teachers unions, promoting unity among teachers, provision of favorable services to teachers, increase of accountability and transparent, increase teachers awareness, increasing teachers bargaining power and at the same time decreasing teachers bargaining power. **Contributions :**The government recommended to change the law of labour relation so as to reboots trade unions activities .Thus leaders of multiple trade unions were advised to re-examining their leadership and make restorations where necessary to make sure that unions' activities are revived once again.

**Key words:** *Teachers' perception, coexistence, multiple trade unions*

## INTRODUCTION

Worldwide social, economic and political advancements affected labours and society in case of quality and quantity. The first trade unions were established in 1700s and their major tasks were to manage the price of skilled workers, proper utilization of outputs and equal rates. During the industrial revolution in 1850s and 1860s the major aim of many trade unions was formed to protect workers' rights. Previous labour unions also were after salaries determination of the workers but currently unions advanced to some extent instead of demanding salaries only, today they are discussing about holiday's payments, promotions, working hours,

pensions and sick payments. In Eastern and Western Europe countries like UK, Canada, Japan and the rest states teachers' unions are faced with a lot of challenges like; de-recognition, withdraw of members from the unions, political exploitation of unions and many others. In Kenya KNUT and other unions were facing also with some challenges such as innovative and focused leaders, poor management of funds, mentality changes of unions members, decline of membership and political interference (Anyango et al,2019).

In Japan during prewar and war period teachers' association was normally after education reform in teaching methods that aims to improve the quality of man power. Also, this union was against military regime which changed education policy and the role of education to meet the war needs were military activities covered almost everything in schools. In 1944 teachers' association was abandoned by the government with the reason that is one of the facts that ignites the opposition of the existing power. After the abolition of teachers' association, Great Japan Education Association replaced it and this association was ruined by the government prominent figures like retired minister of education and others. In that time no other association was allowed to operate rather than that, teachers' autonomy, political rights and freedom of association scampered due to the government threats and captured of the protestants of the ongoing regime (Duke,2019).

In America racial segregation was the major problems to black American especially in labour associations were white people isolates Africans by thinking that they will benefits more with psychological wage from those unions as suggested by W.E.B. Du Bois in 1935. During the reign of barrack Obama the issue of racisms in labour unions' policies improved ,but during the time of Donald Trump the racism also revived to the extent were blacks and American immigrants intensively were humiliated and raised blacks angriness due to the suppressions experienced from white men in their daily routes (Frymer & Grumbach,2021).

In India, Mexico and Ecuador before 2009 teachers' unions were after employment security, dealing with salaries increments and others but, not accountable on teachers' career development. In Africa, Middle East and other countries like United States of America, Chile and others countries where labour unions collapsed suggested that teachers are easily to organize than any other working group because of homogeneity features such as same employment conditions, same salary scale which depends on the years of service and single centralize employer. In Ecuador and Mexico teachers' unions are aligned with political parties preaching about hiring and salaries increments to capture teachers' attention through their leaders in electoral campaigns and the rest political tasks. The main reason for unions' leaders to support political parties is to gain ruling positions such as in education ministries (Brunns etal, 2019).

In America there was no democracy in NEA (National Education Association) up to 1950s because of the absence of equality in payments between white men and white women, no equal participation especially in positions women are isolated to hold some positions such as top positions were held by men only and no freedom of express among women in association. During 1970s is when women aimed to regain their rights and to overturn all passed tortures and attained their lost democracy engulfed by men for long time like, right to continue with jobs after birth due to the actions taken by being fired after conceiving, right to associate and equal salary payment between men and women (Dyke & Muckian,2019).

Migrant labours in UK, Australia and Poland affects local workers collective bargains with Employers both positive and negative, because of being cheap compared to the local workers. The migrants from other countries due to social, political, economic and cultural aspects which fostered them to move outside their countries to search for green pastures debased local workers' rights struggle because of being paid low salaries, and be able to survive in any uncouth environment which normally detested by local workers. Also, these workers hindered the real meaning of workers unions due to survive in absence of no any association to stand for their rights. The second impact business owners sometimes raised salaries so as to attain the best skilled people from migrants something which is leads to unemployment to the natives and members of the unions and lead to minimize the number of members in the respective trade unions (Žuk & Žuk, 2018).

In England, schools have many workers unions such as ATL (Association of Teachers and Lecturers), NASUWT (the National Association of Schoolmasters and Union of Women Teachers), NUT (National Union of Teachers) and many other small unions which formed with few members. In 2017 ATL and NUT succeeded to establish the National Education Union so as to deal with teachers' affairs. In English schools' trade unions faced with some challenges like; obtaining members who are not willingly to join, but they joined because teaching profession is full of stresses and they need to protect their jobs and even others joined after things going wrong for their sides so as to acquire legal vindication (Maguire & Ball, 2018).

In united states of America there is confusion in employees' collective bargaining between conservatives and liberalists .The conservatives believe that employees' collective bargaining increases the size of the government by increasing the expenditures such as the number of employees(teachers),salaries and high utilization of other resources to the states in US which has allowed such law to exist compared to the states

which do not have such law and they have little expenditures .The liberalists believe that sto allow such law to exist is not to expand the government expenditures but modifies and improves workers affairs (Paula,2018).

In Britain at the end of Second World War the existing government in 1979, trade unions were very powerful and famous. During that time were involved in different national affairs such as income policies, taxation, public expenditures, industrial policies, the state welfare and many others. In 1980s trade unions peculiarity changed ,and unions encountered two forms of challenges that paved the way of its roles, first the raise of strong managers who supervised workers in workplaces whereas each and every thing remain in their controls .Second ,the legislation range relating to trade unions and employments which established in1980s where managers were give extraordinary mandate in workplaces to decide the future of the organizations in all working issues such as working hours ,payments and many others (Joshi&Bhaskar,2020).

It has noticed that, in Tanzania many trade unions are sided with employers and forgotten the interests of their members, for instance Tanzania Teachers Union (TTU) members failed to trust it due to the delay of acting to their chaos, also some trade unions have never attained their objectives such as improving working conditions, job security and many more. Apart from that, trade unions lacking supportive document when dealing with workers claims (Butiye, 2018).

In Tanzania many of the teachers joined TTU automatically without their wills and few of them joining willingly because of TTU slogan of advocating teachers who are scrutinized because of their mistakes in working areas .Also 2% from the basic salary which deducted monthly from the worker's salary seems not benefiting more workers during their retirements, something which causing the movement of some teachers to join to other union (CHAKAMWATA) which seems to utilize properly 1% taken monthly from basic salary of the worker and benefiting More the workers during stepping down period(Godian,2019).

The research findings done by Rätzzel(2018), showing that TTU is faced with a lot of problems as follows; 10% of the respondents said that are not satisfied with union performance, 10% of the respondents agreed that the union has poor communication system ,12% of the informants showing that the union has financial challenge ,also 14% of the respondents assented that union members are unwillingly to participate in union affairs , lack of transparency and administrative skills are also challenges shown by 22% of the informants,14% of the respondents agreed that TTU faced with political interference and 18 %of the informants assented that Corruption is taking part within the union .

The research done by Bolton and Laaser (2018), on the Organize or die: exploring the political and organizational activities of the Tanzania teacher union, showing that TTU has still some challenges like to advance the quality life of its members, and to develop teachers professionally. The researcher showing that, TTU has to balance both legs (quality life and professional development) and not clinging on one side of quality life of workers so as to work smoothly. The study also reveals some problems the unions encountered with like lack of skilled leaders, political affiliation, communication barrier, lack of advanced equipment e.g., internet and E-mail, lack of tangible investment, missing of strategic planning and direction, power mongers, lack of transportation means, lack of supportive documents, too much dependency of members contributions. Trade unions were established and continuing established in different parts of the world so as to protect workers affairs; such as the increase of salaries, job security, promotions and many others alike, but as reviewed by different researchers of the world including Tanzania trade unions seems to pass through needle's hole due to the social, political and economic hardships which sometimes causing the unions to backslide or scampered for good and directing workers dreams in a black box. Today the same cries heard in different parts of the world insolation of Tanzania. So due to this fact, this study aimed to examine teachers' perceptions on coexistence of multiple trade unions in public secondary schools in Tanzania

## METHODOLOGY

The study was in form of qualitative, it was a case study design involving ten public secondary schools (A-J) in Dodoma city council. The population was Trade Unions' Members, Trade Unions' Leaders and Tanzania Registrar of Trade Unions. The sampling procedure used was purposive only; the sample size of 44 participants was employed. Two research instruments were used (focused group discussion and interview). Data was analyzed by using six stages of thematic analysis.The confidentiality was observed in data collection and analysis where by anonymity applied by using numerals and words instead of mentioning peoples' names and institutions. The clearance forms were given from the responsible authorities to allow the research continuity, informed consent forms were used to the interviewees and in case of focused group discussion, ethical issues was attached on top of the first page before the questions.

## RESULTS /DISCUSSION

The study was analyzed qualitatively and used two major instruments (single interview and focused group discussion) to collect data from 44 participant .The results was as follows;

### 4.2.1.1 Great competition among teachers' trade unions

The data presented by thirty-nine participants out of forty revealed that there is high competition among teacher's multiple trade unions in public secondary schools, because each union need to have more members with the reason of improving financial stability than others. So leaders of each union plays role of exposing the beauty of his or her union in order to attract teachers to join the union easily.

During the focused group discussion which conducted in thirty minutes in school A one of participants argued that,

*The existence of TTU before the coming of other unions, teachers were Joined automatically to TTU and there was no any other place to go. The union was working with no hurry, but today TTU challenged by Current Teachers' trade unions due to the services offered to them members. (Focused group discussion, September 2022)*

Also another participant from school D when discussed the given questions in thirty minutes claimed that;

*TTU has lost its direction currently, instead of struggling for teacher's affairs, the union is struggling to block other small unions, which normally challenged it due to their activeness... (Focused group discussion, September 2022)*

On top of the one prominent figure of the government who dealing with trade unions affairs during the single interview done face to face in the office in thirty minutes urged that;

*... Competition is very high within the unions especially teachers, currently Tanzania has thirty-three workers trade unions, three unions are teachers unions such as TTU, CHAKUHAWATA and TPTU, in isolation of CHAKAMWATA which was deregistered because of the law abuse of labor relation in Tanzania. (Interview, June 2022)*

Also the same idea on teachers multiple trade unions competitions reveled by Godin (2019) that, many teachers in Tanzania are registered by TTU automatically without their wills and few of them joined willingly ,because of TTU slogan of advocating teachers who are scrutinized because of their mistakes in working areas .Also 2% from the basic salary which deducted monthly from the worker's salary seems not benefiting more workers during their retirements, something which causing the movement of some teachers to join to other union (CHAKAMWATA) which seems to utilize properly 1% taken monthly from basic salary of the worker and benefiting More the workers during stepping down period.

Thus, the great competition of teacher's multiple trade unions revealed as crucial tool which brought about changes of working spirit, being revived from old mode of relaxing and now the real work and target of worker's affairs are met easily because of the competition. As depicted previous that TTU was a relaxed union, its pressure to employer was weak compared to the current situation where by the pressure seems to improve after the coming of new teachers' trade unions such as CHAKUHAWATA and CHAKAMWATA. These unions seemed to improve demanding power and increase pressure to the employer, also reawaken TTU to speed up and sharpen its power to work hand to mouth so as to meet workers' demands.

### 4.2.1.2 Provision of favorable services to teachers

The influx of teachers' multiple trade unions helps to serve teachers easily and improving teacher's services like solving teacher's problems fast, which sometimes stopped from work due to the accusations made upon them. Also members are educated on their rights and them responsibilities of their work and being royal to their employer as portrayed by thirty-two participants out of forty when responding to the question which required them to answer.

One of the participants in school E during the focused group discussion which conducted in thirty minutes proposed that;

*CHAKAMWATA gives back the lost hope to teachers by deducting monthly salary one percentage only from the basic salary which is contrast to TTU, which deducting two percentages and the services provided to the members, is very minimal compared to CHAKAMWATA which grant some benefits to the members like; funeral aids, accidents assistances, and perfect assurance of other issues like houses and piece of land during the retirement period. (Focused*

group discussion, September 2022)

In addition to that, one participant from school **C** during the discussion which took thirty minutes suggested that;

*Teachers nowadays are more beneficiaries of multiple trade unions, because unions are competing each other to solve teachers' problems on time, so as to be trusted by their members and to retain them in their unions. Also, each union needs to sound properly to teachers so as to mesmerize them to join simply. (Focused group discussion, September 2022)*

On top of that one district leader (chairperson) of union **A** during the single interview which done in the office face to face in thirty minutes pointed out that;

*The increase of many teachers unions improves teachers' affairs by penetrating education of workers' rights and their responsibilities in working areas, plus pressurizing the employer to observe workers' rights and acting immediately to their demands such as promotions, salary increase leave allowance and treatment allowances. (Interview, June 2022)*

Likewise, Agola (2016) suggested that, many teachers' trade unions in the world like other trade unions in other fields are mainly dealing with worker's welfares, especially promotions, work conditions, job security and no other issues. Rarely few countries' trade unions are dealing with professional development.

Thereby, from the data presented above, the coexistence of teacher's multiple trade unions seems to be more productive and important to teachers because their demands and services are given easily due to the increase of competition made by unions. Also the government responded early by solving works affairs such as increasing salary, promoting teachers on time and giving some allowances like treatment, leave and realizing workers to develop their carrier on time.

#### **4.2.1.3 Increase of accountability and transparency**

Currently unions' matters are developed to the extent where by workers are educated on their rights and even election issues are somehow improved than previous whereby election matters were interfered by politicians. On top of that little attempt done, where by budgets and expenditures made depicted by some of unions to notify their members of what is taking place within their unions as shown by twenty-eight participants out of forty.

One of the participants from school **D** during the focused group discussion done in thirty minutes pointed out that;

*...teachers unions improved somehow by informing their members what is happening in their unions like depicting budget and expenditures made, but still there are some other issues hidden behind the curtain like; total incomes monthly or annually, the issue of salaries paid and allowances to the unions' leaders. So the unions must be open enough to their members in all issues concerning them. (Focused group discussion, September 2022)*

Likewise, one participant from school **F**, during the discussion which took thirty minutes portrayed that;

*Things have changed allot from the era of TTU where things were solved slowly due to the lack of competition and support from any union. Today unions are increasing and the working speed also developed, due to the competition made by these unions. Also customer care which differentiates one union from the other experienced widely, for stance trips made by some unions like CHAKUHAWATA in working fields benefits, worker through understanding their rights, type of accidents aids provided, funeral grants and retirement benefits. (Focused group discussion, September 2022)*

In addition to that during the single interview, done in thirty minutes through the cellular phone by one of district chairperson of trade union **B** suggested that;

*...Better the increase of teacher's multiple trade unions, workers' cries have many hands to combat on their behalf. previous TTU was using military technique of strikes and mobilization like old industrial mode of workers bargaining, but currently the voice increased here and there and the employer being pressurized to act upon teachers' demands quickly. (Interview, June 2022)*

Therefore as revealed in data presentation accountability and transparency within trade unions affairs increased, because of the increase of teachers' multiple trade unions .This attempt improves working spirit

and openness of unions matters ;like budgets and expenditures made by these unions .Previous this practice was not experienced in mono trade union (TTU).The unions also, realized are not transparent to all other issues like ; monthly or annually income and in salaries and allowances paid to the unions' leaders ,still yet are not open to the members ,something which creates doubt and mistrust to the members. So teachers multiple trade unions have to be focused, accountable and open to their members in order to abstain from troubles.

#### 4.2.1.4 Increase of teachers' awareness

Thirty participants out of forty showing that, teachers' awareness on trade unions activities improved much compared to the time TTU. Multi increase of teachers unions, teach teachers the benefits of having unions in working areas and their responsibilities as members of the affiliated unions, such as contributing fees in every month and how that amount is very important to scrutinize the government in solving teacher's problems such as delay of salary increase, promotions, allowances and salary arrears. Apart from that members are insisted to use unions in any unreasonable troubles met in working places, so as to advocate them and retaining their status. Also unions normally intervening by obstructing illegal cut of some percentages in guilt teachers' salaries as punishments, redundancies which not done legally and pension delay.

One of the participants from school **E** during the focused group discussion which performed in thirty minutes verified that;

*I was stopped from work because of being absent in job in two weeks exactly with no report to the employers because of my family problems, but I visited TTU district office and elaborated my concerns and they struggled for me to be back in job and wonderful enough after four months I was returned in job.*

(Focused group discussion, September 2022)

On top of that one participant from school **J** during the discussion which operated in thirty minutes reported that;

*Previous I dislike much about worker's trade unions and I was not even interested to hear someone mentioning about them, but currently I am the best witness of trade unions affairs after being in trouble and demoted from my position because of peoples' jealousy but I was assisted by CHAKUHAWATA and I am enjoying my daily cake and I am in frontline to contribute my fee willingly and participating in union's activities as school representative of the respective union.*

(Focused group discussion, September 2022)

On the other side one district chairperson of trade union **A** during the single interview done in the office face to face in thirty minutes depicted that;

*Last year our union succeeded to return five teachers in jobs who were chased because of misbehaving in workplaces. We conducted some simple seminars in six public secondary schools where by some conflict arise among teachers and their administrators and calmed down the ongoing situation by educating teachers and administrators on their responsibilities and their goal as educators.* (Interview, June 2022)

It has been shown by Maguire and Ball (2018) that, England schools have many workers unions such as ATL (Association of Teachers and Lecturers), NASUWT (the National Association of Schoolmasters and Union of Women Teachers), NUT (National Union of Teachers) and many other small unions which formed with few members. In 2017 ATL and NUT succeeded to establish the National Education Union so as to deal with teachers' affairs.

Thus as realized from the data presented above teacher's multiple trade unions played the role of educating teachers on their rights and benefits achieved through unions such as being returned to job for the illegal redundancies. Also any problems faced members in working areas including teachers and administrators were solved easily through unions. Apart from that unions workers are remained their responsibilities and the position as members of the respective unions, such as contributing fees and being committed to their unions. Therefore, teachers multiple trade unions have to lay foundation of being trusted by their members through negotiations and active performance to teachers and the administrators of the working fields.

#### 4.2.1.5 Increase of effectiveness and efficiency

Teachers multiple trade unions are responsible to the worker's affairs and protecting the lives of individual workers in working area. The government normally promoting workers, by increasing salaries and paid salary arrears after being pressurized by the trade unions. The unions voice is very powerful than individual voice, workers are educated on their rights and trained enough on demanding their rights and this is proper channel to use rather than rioting and striking. Different teachers' cases in courts are solved by teachers unions. Also simple seminars performed by unions in work places to remind workers to adhered with worker's code of conduct and being committed to the employer works and responsibilities given. Moreover, the unions increasing effectiveness and efficiency through their work hood and win -win situation to the employer and workers in a respective time as shown by twenty-seven participants out of forty.

One participant from school **G** when discussed the given questions in thirty minutes responded that;

*Somehow the working power revived much currently, but not enough to proud of. Apart from that, unions' performances and pressure improves workers' welfare such as job security, proper working conditions, increase salaries but worker's cries still heard almost everywhere this one implies that still unions have tiresome task to act upon and accomplished workers cries and tortures in workplaces. (Focused group discussion, September 2022)*

Likewise, one of the participants from school **I** during the discussion which took thirty minutes to end up, said that;

*Unions have succeeded almost thirty percent to solve teacher's problems like; returning the dismissed teachers to jobs like what done by TTU last year, seducing the government to increase salaries and promote teachers on time. Due to all success, unions are not accomplished the huge task of solving worker's problems on time. The work of unions remains as toothless dog by negotiating with the government every year in labor day but no increase of salary done nor salary arrears paid, and even if paid or salary added is unlike to what being suggested by labor unions. (Focused group discussion, September 2022)*

In addition to that one district chairperson of trade union **B** during the single interview made in the office face to face in thirty minutes suggested that;

*Teachers multiple trade unions played their role of preventing workers atonement experienced from employer by negotiating on salary increase, job security and promotions, but somehow their struggle obstructed by political forces, what has been suggested by the unions is contrarily to what performed by the government. This sometimes causing misunderstanding between workers and unions leaders, also workers lost trust to their members. (Interview, June 2022)*

Therefore, as shown in the data presentation above it has realized that unions are effective to their customers and their works are efficiency due to the results achieved whether minimal. Also it was exemplified that unions negotiating with the government so as to improve worker's affairs like the increase of salaries, promotions and allowances on time. Thus, the major fact of the establishment of trade unions and as mandated by the law of labor relation in Tanzania is to protect workers in workplaces, but their struggle and zeal are engulfed by the political wills as depicted by the participants. so the unions have to struggle so as to be free from political forces.

#### 4.2.1.6 Promotion of teachers' unity

Thirty-one participants out of forty had related ideas that, teachers multiple trade unions promoting unity among public secondary school teachers. Members are belonging to different unions in order to be served in terms of welfare. At the same times unions are negotiating by the employer so as to render the expected affairs to teachers on time. So through these attempts made by the unions, teachers ideas of having these unions are unified together, due to the sameness task performed by the unions and the same voices carried by each union of advocating teacher's affairs.

One participant from school **H** during the focused group discussion which conducted in thirty minutes argued that;

*Teachers' voice and cries unified by different trade unions which carrying the same agenda on worker's affairs such as proper job condition, increase of salaries and promoting teachers on time. Also these unions possess members*

*of the same status and people of the same troubles of being delayed on salary increase, promotions and salary arrears. (Focused group discussion, September 2022)*

On top of that, one participant from school **A** during thirty minutes' discussion suggested that;

*A lot of teachers who were survived with no trade union are now joined willingly to other unions like CHAKAMWATA and CHAKUHAWATA and through that the majority are unified by different unions. The demanding voice increased and the pressure to the employer improved too. (Focused*

*group discussion, September 2022)*

Likewise, the district chairperson of trade union **B** during the interview made in the office face to face in thirty minutes proposed that;

*...for me the issue of bargaining power and unity are improved more instead of depending on one union which sometimes corrupted by politicians or not fulfilling its responsibilities on time while workers are suffering, better to have many voice once another one being corrupted or failed to act immediately*

*to the ongoing situation another one will raise the issue. It is hard to obstruct the voice of many or wrangled the majority. Teachers' voice is centered now by multi unions. (Interview, June 2022)*

In addition to that the government pioneer who dealt with trade unions affairs during the single interview made in the office face to face in thirty minutes said that;

*Workers in any field including teachers are mandated by the law of labor relation in Tanzania to establish worker's unions and given the authority of association and currently teachers are affiliated and unified by different trade unions ... (Interview, June 2022)*

On top of that, Mussa (2014) depicted that, workers who are unified by different unions are benefited more during collective bargaining, for instance funeral grants, housing loans, subsidies, and interest free loans than those who survived minus unions, because the voice of many is heard easily than single or mono voice.

Thereby as depicted in data presented above it has noticed that teachers multiple trade unions are the source of teachers' unity because many of public secondary school teachers are associated with different trade unions like CHAKUHAWATA and TTU. Also the major task of these unions is to bargain by employer on the issues pertaining worker's affairs. Thus teachers' multiple unions have to unite together and play their roles by unifying teachers and solving their problems at once. Through that unification they will have power to pressurize the employer to respond quickly to the workers' demands.

#### **4.2.1.7 Teachers multiple trade unions are the source of employment**

Teachers multiple trade unions are the source of employment as shown by twenty-one participants out of forty. The participants claimed that, many people are employed by trade unions as permanent employees and under employees in different positions so as unions to operate easily their duties. The unions have their hierarchy of leadership starting from top figures who are in charge of all issues pertaining unions affairs national wise, permanent secretaries national wise, treasurers, regional and district chairpersons, regional and district permanent secretaries, personal secretaries in all levels, school unions' representatives and under employed workers such as guards and cleanliness personnel. Many of these workers are employed whether temporally or permanently and are paid according to the tasks performed with isolation of school representatives who are not paid but worked voluntarily.

One of the participants from school **J** during the focused group discussion held in thirty minutes claimed that;

*The majority of workers are employed by multiple trade unions in order to carry out different duties such as in offices and outside the offices and the major impact of all these being is to serve teachers interests, and making sure that teachers*

*are treated well by employer in terms of providing required affairs on time. (Focused group discussion, September 2022)*

On top of that one participant from school **E** during the discussion conducted in thirty minutes reported that;

*Trade unions are the source of employment and many are satisfying their family needs because of trade unions, for instance permanent secretaries, Personal secretaries and temporally workers have to thank teachers for giving them daily cake... (Focused group discussion, September 2022)*

Moreover, one district chairperson of trade union **A** during the single interview which done in the office face to face in thirty minutes raised the same idea that;



*Teachers multiple trade unions in one way or other are employment liberators to some people, because unions employed them in different positions so as to fulfil their targets...* (Interview, June 2022)

Likewise, the government great officer in charge of trade unions affairs during the single interview done in the office face to face in thirty minutes raised the idea which related to other participants that;

*...unions are the source of income to some people...* (Interview, June 2022)

Traced from the data presented above it has realized that many employees are employed by teacher's multiple trade unions starting from nation level, regional and district level and their major task is to server unions interests. Also it has realized that the employees are satisfying family needs because of multiple unions and others acquiring income through unions. So teachers multiple trade unions are the celebrity to other people in case of employments and at the same times serving teachers' interests. They have to expand their duties so as to employ more workers and this will be one factor of minimizing the problem of unemployment which is addressed everywhere in our country.

#### **4.2.1.8 Increase of workers' bargaining power**

Thirty-four participants out forty argued that teachers multiple trade unions increasing workers bargaining power. Whereby different unions carried the same responsibility of bargaining on teachers' welfare with the employer. All teachers need their interests to be fulfilled such as salary increase ,promotions ,job security and offered the required allowances on time .Previous the bargaining power was very weak compared to nowadays .During that time the bargaining power depends on single union only (TTU), which sometimes was not acted fast to the members chaos or sometimes misled by politicians ,so as to slow down teachers demanding speed .Today the voice and cries of teachers are sounded by many unions something which pressurize the employer to act on time by hesitating of being poorly colored by these unions national wise. One participant from school **H** during the focused group discussion which done in thirty minutes proposed that;

*The weakness of TTU of not ending workers troubles on time results to the birth of some other unions like CHAKAMWATA and CHAKUHAWATA so as to cover the gap either by finishing the task which not finished by TTU or by assisting it to accomplish teachers' cries....* (Focused group discussion, September 2022)

Also one participant from school **D**, during thirty minutes' discussion claimed that;

*...the voice of many is very powerful than individual. The employer currently scrutinized by different trade unions to render immediately teacher rights both monetary and non-monetary incentives which is contrarily to the early days, whereby employer relaxed much due to the low bargaining power, something which obliged TTU to summon up teachers strikes in order to push the government to respond to the workers' demands on time.* (Focused group discussion, September 2022)

In addition to that, one district chairperson of trade union **B** during the interview done in the office face to face in thirty minutes said that;

*...multi unions established by teachers so as to attain their demands earlier rather than waiting TTU only to cover everything and this establishment is the real cure of settling teachers' troubles on time.* (Interview, June 2022)

On top of that, the government figure in charge of trade unions affair during single interview done in the office face to face in thirty minutes claimed that;

*The law authorizes workers including teachers to establish many trade unions as they can and it is the right of every member to join to any union he or she is wishing to join and achieving the targeted goal. Also the power of bargaining Is improved due to the increase of many labor unions.* (Interview, June 2022)

Similarly, Fernando (2020) pointed out that, Trade Unions formation resulted from industrial revolution; during that period Agricultural activities and some simple Machines were developed after the discovery of Steam Engine. The demand of workers to operate in Agricultural and Machines increased so as to meet the demands of business Men. It was during that time when Workers were faced with a lot of troubles such as diseases and even deaths because of poor working environment. Thereafter workers were struggling collectively so as to regain their lost rights and this was the ignition point of worker's trade unions.

Thereby as pointed out in data presentation above, it has noticed that teachers multiple trade unions are established to cover the gap which was not fulfilled by TTU on time or to assist TTU to end up teacher's troubles on right time in working field. The unions shown to pressurize the employer here and there and the bargaining power said to be improved when compared to the grace period of TTU, but workers are still suffering while the unions are increasing to cover such a gap. Therefore, unions have to work hand to mouth to rescue the situation and improving worker affairs on time.

#### 4.2.1.9 Multiple trade unions increase teachers' morale

Twenty-one participants out of forty related in ideas that multiple trade unions used to increase worker's morale, because late years ago teachers were joined automatically to TTU without their wills and there were no other union to join with especially in public secondary schools. Teachers were retained with the union but remained as dormant members. Others teachers they do not want to hear about the union, due to the long sufferings experienced in jobs with no measures taken by the union, apart from bargaining, the bargains which has no products. So multiple trade unions have come to revive the wounded hearts of teachers by pressurizing the government here and there pertaining worker's affairs, something which perceived positively by many teachers. This is what pulling the trigger and many teachers who are not belonging to any union to join willingly to the new unions, not only that but also others who were TTU members stepping down and joined to other unions like CHAKAMWATA and CHAKUHAWATA. Teachers morale improved even in the issue of membership fee and other assistances assured by new unions which are of great important than that of TTU, for instance in CHAKAMWATA the member's fee deducted from a worker in monthly salary is one percentage from the basic salary, while TTU deducted two percentages something interested more teachers to join to the new unions. Also many aids such as funeral grants, accident aids and pensions are more assured by these new unions rather than what assured by TTU and this great difference increased workers morale in working areas and termed them as the redeemers of their long sufferings.

One of the participants from school **C**, during the focused group discussion held in thirty minutes suggested that;

*today teachers and previous TTU teachers, it is too different in terms of thinking and acting. Previous teachers were mobilized to riot and strike to find their rights, while the unions are there and the same union has the same responsibility of dealing with such matter, but currently teachers are not in search state they are establishing many unions to work on their behalf.*

(Focused group discussion, September 2022)

In addition to that, one participant from school **H** during the discussion done in thirty minutes argued that;

*...now am satisfied much with the work of trade unions especial CHAKAMWATA because when I was in TTU, I normally raised the questions on the fees and the uses of the fees and I was not given answers, but once I joined CHAKAMWATA my questions answered properly and given extra knowledge on all issues pertaining the unions affairs. Even the morale of work increased but, few days ago our union stopped from being working and I felt the pains of recovered wounds again...* (Focused group discussion, September 2022)

Likewise district leader of trade union **B** during the single interview conducted in the office face to face in thirty minutes claimed that;

*...worker's happiness is returned once more, that is why new unions obtaining more members abruptly something disturbing TTU more and planning to end up other unions.* (Interview, June 2022)

Thus it has realized from the data present above that, teacher's morale increased in jobs, because their doubts are cleared by teacher's multiple trade unions. Multiple trade unions seemed to win TTU in case of the services provided by these unions including funeral grants, ancient aids and better pension assurance of expensive assets like piece of land and others which are not given to TTU members during the retirement juncture. On the other side, TTU attempting to block other small unions with the fear that its members will be taken by these unions. So it better TTU to re-correct its work structure so as to march with other unions and not to block them, because unity is power.

#### 4.2.1.10 Multiple trade unions decrease the bargaining power

Nineteen participants out of forty had related ideas that, coexistence of teachers' multiple trade unions decreasing workers' bargaining power, because of their competition. Instead of these unions to compete in solving worker's affairs, they are finding members so as to increase financial baskets. Also trade unions leaders are in battle of combatting themselves like TTU leaders need to finish the competition by ending up some other unions like what done to CHAKAMWATA. TTU attempt to end up other unions with the reason that, teachers bargaining power is minimized by the coexistence of multiple trade unions. The employer opened such door so as to practice easily the system of divide and rule system. When the unions multiplied more the confrontations increased, also unions lost their directions and the meaning of their establishment. It is very easy thing for the employer to use such loop hole to weaken up workers bargaining power because the unions themselves instead of struggling for worker's benefits are fighting themselves for green pastures and lost their main road.

One participant from school G during the focused group discussion conducted in thirty minutes pointed out that;

*...better the era of TTU only than what I see today, teachers multiple trade unions are scrambling for members and forgotten their responsibilities on teachers' interests. Previous TTU was struggling for teachers' affairs, but today the same TTU, buy time to compete with other unions like CHAKAMWATA and forgotten our demands. (Focused group discussion, September 2022)*

On top of that, one participant from school E, during the discussion which held in thirty minutes proposed that;

*The existence of many trade unions brings about troubles to teachers by disuniting them, instead of having single strong voice, we are just having multiple and powerless voice which cannot shake the employer anymore... (Focused group discussion, September 2022)*

In addition to that one district chairperson of trade union A during the single interview done in the office face to face in thirty minutes argued that;

*We are not supposed to cheer up of multiple trade unions noise, because are not productive and supportive to teachers working hygiene but trouble makers, why? The employer passed such simply law of establishment of labor unions with simple conditions so as to destruct labor bargaining power and will be easy to divide them and control them easily. Once confronting themselves because of selves interest the employer is relaxed and her agenda fulfilled... (Interview, June 2022)*

Nevertheless, it has noticed from the data presentation above that teacher's multiple trade unions are the source of decrease of workers bargaining power, because of their competitions in terms of searching new members and the issue of dividing teachers in groups, something which causing disunity among teachers and lacking powerful voice to pressurize employer, due to the different ideologies and power of acting carried by each union. Also the government seemed to use such loop hole by extending its agenda of divide and control system to weaken workers bargaining power. Therefore, instead of TTU and the rest unions confronting for the green pastures and misleading their members, they have to work together and creating strong one voice to attain the expected demands to their members. Also they have to agree that multiple power is more powerful than single power and they have to be aware of the changes, because the world changed recurrently due the changes of science and technology.

## CONCLUSION

Therefore, as reviewed by different researchers of the world teachers in in different countries of the world are belonging to more than one trade union. On top of that, the findings obtained in this study showing that teachers in public secondary schools in Tanzania are belonging in TTU, CHAKUHAWATA in public secondary schools, while in private secondary schools are belonging to TPTU. Thus, the study appealing the employer (government) to revise again the law of labour relation in Tanzania so as to fit the needs of workers. Apart from that, unions leaders have to make reformation and examining the direction of their leadership so as to fulfil their responsibilities well and capture their members attention. Members of trade unions instead of lamenting they have to be active and responsible to the union's activities, and through this they will have power to make decisions in their unions. Lastly members of the unions have to be aware of the law of labour relation in Tanzania and unions constitutions. This will help members to have real picture

where they are, where they are going, what is missing and what is to be done so as to bring about efficiency and effectiveness of multiple trade unions in Public Secondary Schools in Tanzania.

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