



## THE EFFECT OF TEACHER'S STRIKE ON THE EDUCATIONAL SYSTEM IN IFE NORTH LOCAL GOVERNMENT ARE OF OSUN STATE NIGERIA

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Osun State Nigeria.**E-mail:** festussaint@gmail.com**Article Type:****Full Length Research****ISSN** 2469-3928**Abstract**

*This study is to examine and analyze the effect of teacher's' strike on the educational system in Ife North Local Government Area of Osun State. The sample for the study consisted of 85 (eighty five) respondents between 11-19 years of age for student's and 25-37 for teacher's. The research instrument used in this study is the questionnaire and a total of eighty five (85) questionnaires were administered to the respondents, (50) student's and (35) teacher's. The data collected was edited and simple statistical method such as the percentage was used to illustrate the relationship between the variable analyzed. However, this study has lead us to conclude that the effect of teacher's strikes has a negative influence on the educational system, which denies the teachers of the provision of fringe benefits, low salary, lack of promotion, shorter working days, political instability and lack of government interest in the educational system. Base on the findings of this study, we recommend that; It is advised that teacher's should learn to be patient in the face of delayed allowances and arrears. Parents are advised to learn to curb their children even in the face of strike. This could be done by monitoring their study habits, engaging them with academic assignment at home. Despite the fact that the remunerations of teacher's has been positively appraised, teacher's still embark on strike because of the failure of government to fulfill promises in the areas of promotion of teacher's as at when due, payment of long term arrears etc. Conclusively, steps should be taken by the government, teacher's and the society at large to avoid this problem called strike which is eating up the educational system totally.*

**Keywords:** Teacher's Strike, Educational System, Government, Nigeria**INTRODUCTION**

The effect of teacher's strike on educational system cannot be overemphasized. Student's go to school daily with happiness, expectations stress and ambition only to be turned back by the school authority because of strike.

This study is to investigate the effect of teacher's strike on system. Teacher's strikes have been the order of by in most states of the country such as Delta State, Anambra State, and Lagos State and so on. Hardly will an academic end without teacher's going on strike in Delta State.

Eregha (2001) have expressed his views on the probable

Caused, and solutions have been suggested. The percentage of repeated occurrence of strike has become the concern of parents, psychologist and social workers and all is anxious to eliminate it.

The irregular payment of teacher's salaries by government, which began in November 1981, which led to a strike action, by teacher's, demoralized and frustrated the teacher's. The effect of this was seen in the teacher's borrowing money for feeding with the hope of getting paid in a short time. This ugly situation persisted until teacher's became the laughing stock of everyone. From an oral interview carried out by me, it was seen that many of the teacher's became bi-

professionals because according to the teacher's, they could no longer depend on teaching alone for their survival instead of depending on a job which will not bring positive reward at the end of the month, many took to farming, fishing, trading etc in addition to the teaching job.

The action (strike) usually poses a lot of negative effects on the student's. This is because the period that should have been used to teach the student's is spent at home all in the name of strike. This makes it impossible to cover the syllabus and at the end of the day the student's come out of school with lesser knowledge than they ought to have acquired, thereby making it very hard for them to compete with their counterparts that finished from private schools.

Parents are also not left out why did I say so? Because when they see their children at home during the period of strike, they tend to be unhappy and very uncomfortable.

Basically, the effect of teacher's strike on educational system in the effect of teacher's' strike on the educational system in Ife North Local Government Area of Osun State is adverse and cannot be ignored because it is evident in the kind of products that graduate from our schools these days.

In this vein, there is the need to reduce strike and its effect to improve on the teaching-learning outcomes in our schools.

## STATEMENT OF PROBLEM

The effects of teacher's strike on educational system over the years have been an issue that cannot be overemphasized.

Huge resources are annually put into educational expansion, as an investment intended to help reap corresponding returns. In this type of investment students are the prime inputs, their development is its prime objective, their attitude greatly affect its process and in the end they are its prime output. Since student's play an important part in the investment dimension of education, teachers and other parishioners in education have the responsibility of earning effective and efficient teaching and learning outcomes.

The problems associated with this study are the lack of provision of fringe benefits of the teacher's, low salary, and lack of promotion, shorter working days, political instability and lack of government interest in education. However there has been strike in the system, which affects learning's process. Thus we are of the view that strikes have negative effect on the learners. It is necessary that we discuss the effect of strike and learning among secondary schools student's.

## RESEARCH QUESTIONS

1. Does teacher's strike affect the academic performance of student's?
2. Does strike encourage riots and demonstration?
3. Does increase in the number of school dropout, as a result of strike?
4. Does delay in teacher's salary lead to strike?
5. Does strikes make teacher's Bi- Professional?
6. Does strike affect teacher's commitment to work?

## RESEARCH HYPOTHESIS

Based on the questions raised above the following null hypothesis are formulated.

1. There is no significant difference between teacher's strike and the academic performance of student's.
2. There is no significant difference between teacher strike and delay in the payment of salaries of teacher.

There is no significant difference between teacher strike and the number of school dropout of student's.

There is no significant difference between teacher strike and teacher's commitment to work. effort in the job assigned to him.

## REVIEW OF RELATED LITERATURE

Inspite of labour laws passed by the federal government to ensure labour peace in Nigeria; Labour unrest is a rampant feature. Hardly do we have a week without one group of worker or the other threaten to embark on a strike.

According to Emiola (1992), labour unrest takes different forms, workers may sometimes issues threats to go on strike if their employers do not meet certain demands. This may drag on for months and it can divert the attention of both the employer and employee to other issues rather than increasing productivity. There is the work to rule, sit-down strike, wildcat strike, demonstration etc. in some strikes the workers may have the right to go on strike, was given a tacit recognition in the Nigeria trade union Act 1973. This requires that no member of the trade union shall take part in a strike unless the majority of members have in a secret ballot voted in favor of the strike. The trade dispute act makes it compulsory for the opposing party of any striking group to report the case to the minister of labour who in turn will refer the matter to the industrial arbitration panels neither does the act permit any group to go on strike after the matter has been judged by the court. Therefore, it is not expected that workers would undertake any strike.

The government no doubt has made several efforts to curb it, she has not yet succeeded. The June strike of 1949, the civil union strike of 1945, the Enugu Coal Miners' strike of 1949, the sit down strike of electricity workers is few examples of strike in the pre-independence era.

Labour unrest has taken a new dimension since the formation of the Nigeria labour congress (NLC) therefore; many factors normally lead to industrial unrest. Some of them are poor pay, lack of job security, poor environment, lack of promotion, rising cost of living without substantial increase in wage etc. however, some specific causes and effect shall be examined in this discourse.

This principle of universal suffrage tends to guarantee every citizen of age, the right to free speech and vote. He therefore has his part and role in the government of his country in all a most of its political relations, especially relations determined directly by legislation or governmental administration. In dealing with industrial problems, the position of the ordinary workers is exactly the reverse. The employees may not have the freedom to share in decision making and at times have his liberty abridged. The power tussles that normally occur in any organization leads to conflicts.

Another case of industrial strike is union over protection or over-indulgence of the workers. Management often complains of its inability to discipline workers misbehaviouring on the job for fear that union would intervene by threatening a job actions. As a result the patter in Nigeria industries is for workers to sleep on the job and even sabotage the production process. Often management refusal to tolerate acts or terrorism or to

condone inefficiency precipitate industrial conflict resistance to change by employee at times leads to conflict. In the modern world new technique and approaches are being introduced but some employees view changes as a threat to their job, change tends to threaten these unorthodox. But since most of the workers are poorly educated, change necessarily means their being made redundant. The lucky ones with skills and appropriate education are usually redeployed. It is worthy nothing that management often expects workers to resist change, it is not the change itself that cause resistance to change is the threat which such changes poses to workers security, status, good working conditions, relationships, habits and routine.

In the organizational sector, strikes have these consequences.

The idle effects of industrial conflict bear on the workers, organized labour employer and the state.

The workers morale may drop in the period of strike especially prolong ones. Thus, if this happens the workers may not be able to produce to its optimum and at times reduce its dexterity. A drop in workers morale may lead to quick labour turnover.

The employer of labour suffers a lot in the area of strike. A stop in production will lead to increase in fixed cost of which must be paid for whether there is production or not. The implication of this is that staff already trained at the firm expenses may sell their service to other firm.

Strikes have in many ways featured in the educational sectors. Some of the causes of strike in the school system according to Eregha (2001) are;

1. Non-payment of salaries and arrears for months
2. Failure to promote teacher's for years.
3. Inability of the government to properly fund the schools
4. Undue interference by government in management of the school.
5. Poor condition of service and breach of collective agreement by government.

Strike in all ramifications affects the school system. According to Eregha (2001), some of the negative effects of strike in the secondary schools system area;

1. Loss of man hour that is hours, which workers did not utilize yet they will be paid for.
2. Disruption of the school calendar.
3. Loss of years in school especially the teacher's strike in 1993 and 1994.
4. Leads to poor academic performance of the student's since learning is not a sequential order.
5. Negative image for Nigeria certificate outside the country.
6. Leads to school dropout.
7. Leads to juvenile crimes because of being idol
8. Above all, it leads to low morale of teacher's and lead to high labour turnover.

According to Lovell (2002) says that teacher's strike in Junior secondary schools are attributed to defective home discipline and environmental influence where there are over-crowding, poverty, unemployment, low moral standard, low payment of salaries, delinquency and others. Environmental influence as mentioned by this author as one of the causes of indiscipline corresponds with the popular believe that the home to a child determines, his behaviour is school work whether he is going to be a good student or those that will be causing riot in the school environment, thereby leading to strike action. The main review of related study for this research shall be under the following headings

- Effect of teacher's strike on student academic Performance
- Effect of teacher's strike on parents
- Process of promoting institutional peace and stability in Nigeria.
- Summary of the review.

### **Effect of Teacher's Strike on Student's academic Performance**

According to Nkwor (1979) says that to apply the correct drug to cure the disease of teacher's strike action that we must know the causes. He noted however that strike action protest are form of getting attention from the government in order to meet their needs (teacher's) some people argue that it is wrong for the teacher's to go on strike the way they do now a days. They also said that due to constant teacher's strike action in junior secondary schools in Ife North Local Government Area, there have been an unnecessary mass-promotion of Student's in other to meet-up with the school calendar year as stipulated as target by the minister of education. But the result is always a very poor performances by the student's in their internal and external examination i.e. WAEC.

According to Orimi (1983), effect of teacher's strike could lead to absenteeism by the teachers of the school. This will make the teacher to come to school, whenever they fell like and when they come, they do not have the interest of the student's at heart, in terms of impacting useful knowledge, because they know that after the examination all student's will be promoted to the next class even without acquiring useful knowledge. Thereby causing more harm than good in the educational system and also in the performance of student academically.

### **Effect Of Teacher's Strike on Parents**

According to Ayiepieku (1983), in the environment of student, stating that the major problem is posed by inadequate facilities on enrollment which is caused by inadequate planning and implementation. There are classrooms, which did not serve the rainstorm, which it

was paid for. It is said that those things facilities) ought to be in place before enrolment of student's, thereby making parents of those children to contribute towards purchasing certain facilities that are in short supply, in order to keep teacher's in school. Hence the parents of those students are affected.

### **Process of Promoting Institutional Stability and Peace in Nigeria**

According to Osasiyintola (1992), teacher would not have felt so badly about delay or non-payment of salaries and allowance if it had not been restricted to teacher's only. If the government argue that they have no money to pay teacher's and yet the same government continue to pay the salaries and allowances of other civil servants regularly, how can the teacher's be convinced of the truth of such argument.

According to Arubayo (1996) stated that no job could be satisfying and well done without a handsome package of fringe benefits, in effects, job satisfaction and prevention of strike can be achieved among secondary schools teacher, if they are provided with enough incentives by ways of fringe benefits.

Some of the workers argued within this view that money and individual incentives have proved to be successful motivators in human effort. The Nigeria tribunal of February 1st 1993, which carried out it back page captioned "kwarra teacher in dilemma- No salaries for five months. The paper hinted the nation of the suffering of the primary school teacher's in the local government teas of Kwara State of Nigeria it also mentioned that serious text back of the pupils in the schools would suffer as the teacher had been on strike for the month in question.

According to Usman (1992), has rightly pointed out that he condition of teacher's in Nigeria today should be a matter of gear concern to all patriotic Nigerians. The nation of the psychological contract state that there is an unwritten set of expectation and operation all time between every individual member of an organization. This implies that each employee also have expectation about such things as salary, working hours, benefits and privilege that go with a job prestige and provision of working facilities which are handicapping workers. The root of labour unrest, strike, employee turnover is the branch of the psychological contrast..

A correspondence of the daily times (January 15" 1996) writing under the caption "falling standard of education" say that the attitude of the government towards teacher's leaves much to be desired. Teachers are always down trodden and their welfare, ignored thus, leading the teacher's to strike action.

According to Ukeje (1996), one of the main problems facing teacher's today in the teaching profession was that of poor salaries. Thus he said affected the status of teacher's, this state of affairs has resulted to various strike and low turnover among teacher. Low turnover is

an end product of frustration and jobs dis-satisfaction.

According to Aka (1994), writing in the situation during the second republic in early 83 reported that, it is in record that many states owning teacher's for about four months and above. A situation which is quite alien to the civil service counters parts. He concluded by stating that the situation could be ameliorated.

According to Onyereten (1996), observed that teachers have been ejected from their home dully by landlord for not being able to pay their rents. In addition when they or their children fall sick, they do not have money to go for medication. He went on to say that the employers of labour by the authorities and even the publics is unfortunate, they have found themselves in a fragile and embarrassing position, laughed at by fellow civil servants, abused by pupils and parents alike and neglected by the authorities, teacher have today sunk to the lowest strata of civil servant.

### **SUMMARY OF THE REVIEW**

This chapter is concerned with the review of some of the problems of teacher's strike that is the effect of teacher's strike on educational system.

The problem of teacher's strike has been reviewed or looked into by many authors and writers in their own perspectives. There Endings have greatly helped the researcher to be able to put down some of the causes of teacher's strike. And these causes of teacher's strike are lack of provision of fringe benefit of the teacher's, low salary, lack of promotion, shorter working days and so on. Which means that if the need or demand of the teachers are taking care of by the appropriate authority, then strike will be a thing of the past is the world and especially to Nigeria in particular.

### **RESEARCH METHOD**

This area describes the methodology employed in the study. It is aimed at explaining the procedure used in selecting the research sample technique, the instrument, data collection procedure and the statistical method employed in analyzing the data.

This study is a survey study designed to ascertain the effect of teacher's strike on educational system in Ife North Local Government Area of Osun State. The target population for this study comprises of all teacher's and student's in all secondary schools in Ife North Local Government Area of Osun State.

The sampling techniques used in this study was the sample random sampling technique in which a total number of 85 student's and teacher, 50 student's and 35 teachers were randomly selected in (5) schools, in Ife North Local Government Area, by the use of balloting method. Where ten student's from SS3 and seven teacher's from each schools made the total sample size of eighty five (85) for the study,

**Table 1:** Student (Age Distribution)

Age	Respondent	Percentage %
11 - 13	10	20
13 - 16	15	30
16 and above	25	50
Total	50	100

**Table 2:** Teacher's (Age Distribution)

Age	Respondent	Percentage %
25 - 29	5	14.3
29 - 33	10	28.6
33 and above	20	57.1
Total	35	100

**Table 3:** Does teacher's strike make teacher's bi-professionals?

	Student's	Teacher's
No of responses	50	35
Yes of responses	40	26
No responses	10	9
% of yes	80%	74.3%
% of no	20%	25.7%

### The population is distributed as follows;

1. Origbo unity school Ipetumodu, Osun State -17
2. L.A Grammar school Ipetumodu, osun state -17
3. Community high school Asipa Osun State -17
4. Yakooyo High School, Osun State -17
5. Aglincan Grammar School Edunabon, Osun State -17

From the above, a total of 85 were sampled at random. As a result of time factor and financial constraints, the researcher was unable to use the entire secondary school population. However, the researcher visited the schools and administered the questionnaire to student's in SS3 with their teacher at random.

The researcher administered the questionnaire personally. Through this method, the researcher was able to get the views of the respondents.'

### METHOD OF DATA ANALYSIS

The Statistical technique used for data analysis in this study was the percentage. The numbers of responses top Yes and No, were collected and percentage found in each case.

$$\text{Percentage} = \frac{\text{total no of responses}}{\text{Total no of respondent}} \times \frac{100}{1}$$

**Table 4:** Does delay in teacher's salary lead to teacher's strike?

	Student's	Teacher's
No of responses	50	35
Yes of responses	34	25
No responses	16	10
% of yes	68%	71.4%
% of no	32%	28.6%

**Table 5:** Does teacher's strike constitute to the school calendar?

	Student's	Teacher's
No of responses	50	35
Yes of responses	41	29
No responses	9	6
% of yes	82%	82.0%
% of no	18%	17.1%

## PRESENTATION OF RESULTS AND DISCUSSION

This is directed towards the presentation of the data collected in the study, after which the analysis was carried out. The presentation was mostly done in tabular forms. The statistical method employed was the percentage technique. Table 1 and Table 2 are age distribution of teachers and students.

## PRESENTATION OF RESULTS

Does teacher strike have any significance effect on academic performances of the student's?

Table 3 Shows that 80% said yes and 20% said no to question one for student. Which implies that 80% of student agrees that poor performance of student's in school is due to frequent teacher's strike while 20% thinks otherwise? Also on table three, 74.3% said yes and 25.7% said no to question one.

For teacher, which implies that 74.3% of teacher agrees that strike makes teacher bi-professionals while 25.7% thinks otherwise?

Table 4 shows that 68% said "Yes" and 32% said "No" to question 2 for student's. Which implies that 68% of student's agree that reduce student's interest in learning while 32% thinks otherwise. Also in table four, 71.4% said "Yes" and 28.6% said "No" to question 2 for teacher's. Which implies that 71.4% of teacher's agree that delay in teacher's salary lead to teacher's strike while 28.6% thinks otherwise?

Table 5, shows that 82% and 82.9% said "yes" of student's and teacher's while 18% and 17.1% said "No" of student's and teacher's, which implies that both student's and teacher's agree that strike constitute problem to the school calendar (82% and 52.9%) while 18% and 17.1% of both student's and teacher's think

**Table 6:** Does frequent teacher's strike affect teacher's commitment to work?

	Student's	Teacher's
No of responses	50	35
Yes of responses	25	22
No responses	25	13
% of yes	50%	62.9%
% of no	50%	37.1%

**Table 7:** Does strike affect teacher's monthly wages?

	Student's	Teacher's
No of responses	50	35
Yes of responses	15	30
No responses	35	5
% of yes	30%	85.7%
% of no	70%	14.3%

**Table 8:** Does strike increase the rate of adolescent pregnancy?

	Student's	Teacher's
No of responses	50	35
Yes of responses	31	6
No responses	19	29
% of yes	62%	17.1%
% of no	38%	82.9%

otherwise.

Table 6, shows that there is a 50% chance of student's rioting and demonstrating, arising from teacher strike on question 4 for student's. While also in table 6, 62.9% said "Yes" and 37.1% said "No" to question 4 for teacher which implies that 62.9% of teacher's agree that frequent teacher's strike affect teacher's commitment to work while 37.1% thinks otherwise.

Table 7, shows that 30% said "Yes" and 70% said "No" to questions 5 for student's. Which implies that 30% of student's agree that increase in number of school dropout result from teacher's strike while 70% thinks otherwise?

Also in table 7, 85.7% said "Yes" and 14.3% said "No" to questions 5 for teacher's. Which implies that 85.7% of teacher's agree that strike affect teacher's monthly wages while 14.3% thinks otherwise.

Table 8, shows that 62% said Yes and 38% No to question (6) for student's. While implies that 62% of student's agree that teacher's strike increase the rate of adolescent pregnancy in the society while 38% thinks otherwise. Also in able, 17.1% said "Yes" and 82.9% said "No" to question (6) for teacher's. While implies that 17.1% 8 teacher's agree that delay teacher's promotion leads to teacher's strike while 82.9% thinks otherwise.

Table 9, shows that 64% said "Yes" and 36% said

**Table 9:** Does teacher's morale drop in the period of strike?

	Student's	Teacher's
No of responses	50	35
Yes of responses	32	25
No responses	18	10
% of yes	64%	71.4%
% of no	36%	28.6%

**Table 10:** Does lack of incentive lead to teacher's strike?

	Student's	Teacher's
No of responses	50	35
Yes of responses	15	24
No responses	35	11
% of yes	30%	68.6%
% of no	70%	31.4%

"No" to question (7) for student's. Which implies that 64% of student's agree that frequent teacher's strike leads to increase in crime rate amongst student's while 36% thinks otherwise. Also in table 8, 71.4% said "Yes" and 28.6% said "No" to question (7) for teacher's. Which implies that 71.4% of teacher's agree that teacher's morale drop in the period of strike while 28.6% thinks otherwise.

Table 10 shows that 30% said "Yes" and 70% said "No" to question (8) for student's. Which implies that 10% of student's agree that lost of lives of student during strike result from accident while 90% thinks otherwise. Also in table 10, 31.4% said "No" and 68.6% said "Yes" to questions (8) for teacher's. Which implies that 31.4% of teacher's disagree that lack of incentive leads to teacher's strike while 68.6% thinks otherwise.

Table 11 shows that 30% said Yes and 70% said No which implies that 30% of student agrees that teacher's strike increases student's dullness while 70% of the student's thinks otherwise.

Table 12 shows that 72% said "No" and 28% said "Yes" which implies that 28% of student's agree that parent find it hard to control their children during strike while 72% thinks otherwise.

## DISCUSSION OF RESEARCH FINDINGS

From the results presented in the study, the research findings can be discussed, as viewed by the student's and teacher's.

The finding of the first research question was carried out using responses to questions (1) for student's and also questions (1) for teacher's. Since 80% of the respondents (Student's) agreed that teacher strike affect academic performances of the student's. Then, the finding shows that teacher's strike has a negative effect

**Table 11:** Does teacher's strike increase student dullness?

	Student's
No of responses	50
Yes of responses	15
No responses	35
% of yes	30%
% of no	70%

**Table 12:** Does strike affect teacher's commitment to work

	Student's
No of responses	50
Yes of responses	14
No responses	36
% of yes	28%
% of no	72%

on the academic performance of student's. Since 74.3% of the respondents (teacher) agree that teacher strike makes teacher's bi- professionals. Then it means that teacher's get involve in other jobs due to strike.

The second research question was carried out using responses to question (2) for student's and also questions (2) for teacher since 68% for (student's) agreed that strike reduced student's interest in learning. Which is large in percentage, then the research shows that teacher's strike leads to a reduction in student's interest in learning. Then, since 71.4% of the respondent (Teacher's) agrees that delay in teacher's salary leads to teacher strike. Then the finding shows that a delay in teacher's salary will definitely lead to strike.

The third research question was carried out using responses to question (3) for student and also question (3) for teacher's. Since 82% and 82.9% of the respondents (student's and teacher's) agreed that strike constitute problem to the school calendar. Then the findings for both student's and teacher's shows that teacher's strike constitute problem to the school calendar.

The fourth research question findings was carried out using responses to question (4), for student and also question (4) for teacher's. Since 50% of the respondent (student) agreed that teacher's strike encourage riots and demonstration among student. Then one could conclusively said that, the finding shows that strike could lead to riots and demonstration among student's. Since 62.9% of the respondents (teacher) agreed that teacher's strike affect teacher's' commitment to work. Then the research findings show that teacher's commitment to work is affected by strike.

The fifth research question was carried out using responses to question (5) for student's and also question (5) for teacher's. Since 30% of the respondent (student) agreed that increase in number of school dropout results from teacher's strike. Then the research findings show

that the number of school dropout is not as a result of teacher's strike. Since 85.7% of the respondent (teacher) agreed that strike affects teacher's monthly wages. Therefore the finding to the research question shows that teacher's monthly salary could be disturbed constant strike.

The sixth research question was carried out using responses to question (6) for student's and also question (6) for teacher's. Since 62% of the respondent (student) agreed that teacher's strike increases the rate of adolescent pregnancy in the society. Therefore, the research finding shows that increase in the rate of adolescent pregnancy in the society is as a result of strike. Since 17.1% of the respondent (teacher's) agreed that delay in teacher's promotion leads to teacher's strike. Then, the research findings shows that delay in teacher's promotion will not necessary lead to strike. The seventh research question was carried out using responses to question (7) for student's and also question (7) for teacher's. Since 64% of the respondent (student) agreed that teacher's strike leads to increase in crime rate amongst student's. Then the research finding shows that increase in crime rate amongst student's is largely caused by strike. Since 71.4% of the respondent (teacher's) agreed that teacher's morale drops in the period of strike then the finding indicates that teacher's morale declines in the period of strike.

The eight research question was carried out using responses to question (8) for student's and also question (8) for teacher's. Since 30% of the respondent student agreed that the loss of lives of student's during strike results from accident. Then the research finding to the question shows that loss of lives of student's is not as a result of strike. Since 68.6% of the respondent (teacher's) agreed that lack of incentives leads to teacher strike. Then the research finding shows that lack of incentives for effective teaching causes strike.

The ninth research question was carried out using responses to question (9) for student's. Since only 30% of the respondent (student) agree that teacher's strike increase student's dullness. Then, the research finding shows that increase in student's dullness is not as a result of strike. The tenth research question was carried out using responses to question (10) for student. Since 28% of the respondent (Student) agreed that parents find it hard to control their children during strike. Then the research finding shows that parents finding it hard to control their kids are not as a result of strike.

Conclusively, the findings above will help the researchers to give useful suggestion in chapter five on the effect of teacher's strikes on the educational system.

## SUMMARY

This research study was meant to analyze the effect of teacher's strike on the educational system in Ife North Local Government Area of Osun State.

The effect of the teacher's strike on educational system cannot be over emphasizes. They go a long way

to affect not only the student's but the school, the parents and the society at large. These disorder have had extensive and profoundly effects on the social academic life of the school. It is clear that even before student's come into the school premises, the appropriate body in charge of scheme of work had already done so and if eventually there is strike, there would be delay in accomplishment, in the sense that by application student's cannot be learning in school while at the same time teachers are at home on strike, since certain areas are meant to be covered within a given period. It than mean that students have to start exactly from where they stopped before the strike broke out.

In a school, were the teachers are on strike, the effect that is immediately felt is indiscipline, opportunity has now come for the student's to have as they like. For example, students can now be seen roaming within and outside the school premises during school hours. This could be as a result of hangover of parents weaknesses to control their ward while they are at home (Onichuku V. (1991) secondary administration.

Much time is usually wasted in attempting to promote settlement on acceptance scale, setting up of panels of judges, government policy on address to the striking teacher.

On the part of the teacher's, this hang over of poor working attitude from the strike period lingers on, it is manifested in the form of teacher's being slowly in dispensing their lectures, planning their lessons as well as controlling student's (Agbarero B.J.) (1995) falling standards in schools.

Parents are not left out of the system. Their program for their children is been disturbed., a lot of student's are seen roaming about, indulging themselves in robbery and sexual immorality, given rise to unwanted adolescent pregnancy, resulting either in abortion or abandoning of children. (Ndubusi U (1980) "falling standard of education in Nigeria.

## CONCLUSION

The teaching profession has generally lost its impact, respect and authority in the community and the country at large. From the analysis of the research on the studies, family and teacher's defects of their condition of service and the consensus of opinion, one may be tempted to conclude that poor condition of service is one of the major causes of teacher's strike which includes irregular payment or delayed payment of salary and allowance, lack of respect for the profession and no promotion as at when due, also strike affect teacher's commitment to work.

These problems facing the Nigeria teacher's today has gone a long way in jeopardizing the student's performances in schools and also reducing their interest in learning. Many student's met their untimely death as a result of in and out of school due to strike actions embark upon by teacher's and it also leads to increase

rate of adolescent pregnancy in the society.

The family cycle is not left out of the suffering, they have lamented seriously erring their view about strike action of teacher's. Some blame the government while others, the teacher's. Some complained bitterly because they have lost their were during strike.

## RECOMMENDATIONS

Based on the study so far and the conclusion drawn, the researcher has the following recommendation to the school management including teachers and principals, government and parents so as to improve on the educational system.

1. It is advised that teacher's should learn to be patient in the face of delayed allowances and arrears, in case strike could be avoided. Immediately strike is called off, teach should avoid necessary delay in planning their lesson, dispensing their lectures etc.

2. Despite the fact that the remunerations of teacher's has been positively appraised, teacher's still embark on strikes because of the failure of government to fulfill promises in the area of promotion of teacher's as at when due, payment of long term arrears etc. the government should therefore ensure prompt promotion of teacher's, payment of arrears, payments of allowances etc. this would in turn avert 'the resultant effects of strike on student's, teacher's school curriculum parents and the society at large.

3. Parents are advised to learn to curb their children even in the face of strikes. This could be done by monitoring their study habits, engaging them with academic assignment at home, meaningful and productive household chores (this is to help avoid children's involvement in loitering and crime) and also register item in extra-moral lessons. This recommendation if applied would result to reduction of the children's involvement in adolescent pregnancies. Thus is proven by the general assertion that says "An idle mind is the devils workshop".

In the words of Aka (1999) what do you think they would have been without the contributions of the teacher's? There would have been a world of darkness, ignorance and illiteracy. People should not longer look upon teaching as just a stop gap profession which they would jump in and out at will, but that teaching increase the standard and quality of education in the general.

A country that has' a high caliber of personnel can improve the lots of the people and accelerate the pace of technological5-evelopment in the country.

## SUGGESTION FOR FURTHER STUDIES

Most research studies can be characterized by what they fail to consider as well as what they studied.

The researchers have neglected some important areas and question, which other will want to explore. However,

the researcher has some observation on the direction in which such research should go.

From the result of this study and knowledge gained from the extensive literature review, the following suggestion for further studies may be made.

There is need for further research on this same topic on another local government area of other states to ascertain, if the same findings will also be attain so as to allow more generalize able statement. Further research should be consider other subsequent methods of analysis on this some topic, if this same result will be gotten. More information is needed about the study of effect of teacher's strike on educational system.

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