



Workers' attitudes towards trade unionism A field study at the University of Djelfa

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Abstract ;

This article aims to shed light on the university institution and specifically concerns the union organization by studying the relationship between union work and the extent to which workers accept their various occupational classifications of the idea of union practice, and we have launched in this research by putting forward the hypotheses of the study that dealt with the variable of the sex of workers and the professional experience of workers and the nature of workers and their occupational classification and these variables were linked to the extent of their involvement in the union organizations active in the university institution (University of Djelfa), By considering that the strength and effectiveness of the union organization is mainly related to the size of its members and the extent of their affiliation to it.

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The problem

Unions seek through their objectives to defend the material and moral interests of workers and employees, their role varies depending on the reality experienced by the institution or the working class, in addition to the frames of reference, ideology and other variables and the union is linked to the concept of labor relations and the concepts close to social relations where it grew up with the industrial revolution, the pressure of the industrial revolution and political factors and the emergence of social doctrine where the development of labor relations begins through stages, the first of which is to the problems and characteristics of labor relations and the effects of rights The worker and the employer for equality, maintaining stability and avoiding social disputes that may arise from them, passing through the forms of formal and informal labor relations horizontally and vertically in institutions throughout history

The transformations in economic and social policies in the world have led to a change in the relations between the various professional and institutional units, within which tensions and conflicts often emerge resulting from exploitation and mismanagement, control and sometimes inequality between the actors towards the structure of the factory structure known by the European world, which was the field of the industrial revolution, which in turn produced a harmony of labor relations in its current form. Creating a gathering of workers in an organizational form known as the union, which worked to defend their rights and material and moral interests.

In Algeria, based on the colonial period with privacy and the circumstances

experienced by Algerian society, the union took greater responsibilities than that as a force for expression and demand justice and the right to self-determination and the rejection of marginalization, so it became an important purposeful institution that even touched development programs and the emergence of multiple unions for different industrial, health, educational and administrative sectors and spread in various countries, in the Algerian university currently show us unions, despite their different goals, but they have become a real partner for workers and we can ask the following question what are Factors affecting the involvement in these unions at the Algerian university?

General hypothesis

Workers' attitudes towards union work vary according to professional seniority, nature of work and gender of the worker

Partial hypotheses

- The more professional experience the more the worker tends to engage in union organization.
- Workers' attitudes towards the union vary according to the gender of the workers.
- Workers' attitudes towards union work vary according to the nature of the profession in the institution

The concept of the union

It means the organization that contributes and sometimes shares with the management and organs of the institution, where they form a distinct professional unit corresponding to the unity of the owners, where these workers take the initiative and contribute to encourage their companions within this official organization and participation in this case is optional within

this organization and an attempt to create a front of solidarity between them aimed at achieving the common legitimate goals Trade Union: It is that active actor within a union council that was authorized to defend workers for social gains.

Business concept:

A multiple social phenomenon is the physical and moral energy that a person does when practicing work.

The functional approach of the union

Based on the social construction, the constituent systems of the building have the function of these sub-systems, whose roles and functions differ from the general construction, functionally can be analyzed by addressing the basic concepts of the structure such as function _ pattern _ imbalance _ adaptation _ integration. In addition to the concepts synonymous with them such as alienation, isolation and intolerance

The syndicate as an organization within the university institution may consist of a set of disparate structures that came as a result of the multiplicity and variation of branches and university structures in addition to the multiplicity of roles, tasks and methods of work.

That is, trade union activity has known orientations that insist on its members and the rest of the workers.

In addition to strategies aimed at keeping its process internally and externally derived through its adaptability to current changes, as an example of this is working to keep pace with digital management and technological development of means of communication and communication.

History of the Association:

Trade union thought appeared with the industrial revolution in Europe and the

labor force became an element that cannot be overlooked in society and the emergence of organization appeared in those labor forces, which led to their agglomeration under the support of workers in various economic sectors and thus began to shrink the forces of control of employers and owners of institutions and prevented their exploitation of the working classes materially and morally by virtue of the change of the workforce and its concentration and thus emerged and changed the concept of the worker from an oppressed worker to a participating worker who even benefits from the rates of profits achieved in addition to Insurance and granting material and moral privileges.

The union has become an effective tool to defend and bring workers' rights and is constantly working to confront various types of bad conditions in which the individual worker lives. In addition to the formation of leading individuals who may also engage in national political activities if necessary, for example, the General Union of Algerian Workers (UGTA), which contributed to the national movement during and after colonialism and was also supportive of the orientations of its workers through opposition, protest and strike, such as the trade union movement in Algeria.

Previous studies

- **First study**

It was a doctoral thesis in sociology in 2020 and the question was about how the union contributes to the consolidation of organizational values for secondary education teachers, and the research hypotheses dealt with experience in union work and the extent to which it developed union loyalty and how this experience

pushes towards consolidating moral values through collective participation that appears through commitment to attend programmed meetings, and the results were expected so that these meetings contributed to the consolidation of union and collective values and created loyalty, organizational commitment and solidarity among workers as actors. In addition to changing the paths of the unions' goals in line with the changes that affected educational and educational policies and programs. That is, the union here has new goals.

Not only the fulfillment of demands and needs, but even touched the educational systems and programs through the different stages.

- **Second study**

A study carried out by the researcher (Demiane Picot) on the union among the category of retirees in France has been the field of research in the French city of Nantes, where the researcher conducted an interview with five trade union people with union experience, and the results were as follows

A trade union person is an active person regardless of his social and professional status

The trade union person prefers union activity and always challenges working conditions

A trade union person is a person who practices politics with union work even in retirement, as he still maintains his union loyalty supported by political work.

- **Third study:**

It was a doctoral thesis and its topic was about the union protest in the educational institution and its impact on the student's professional knowledge project in 2017 in

Algeria, the question was about how the strikes and the movement adopted by the union affect the student's cognitive and educational project and how this form becomes against the goal of building the educational and educational project for the student, that is, the results of using the strike in order to settle and improve the conditions of the teacher and teacher may harm the interest of the student if this strike does not achieve its goal and goal, The results of the study were as follows:

- The fate of the education and training of the pupil is strongly linked to the regularization of the social and professional status of the teacher
- The strike is not a sound solution for the project and objectives of the educational process. The impact of the strike varies according to the social status of the student.

The method of protest may generate chaos and create manifestations that may not be cured at the level of the teacher or student.

After our analysis of the previous studies of the syndicate issue, it was found that The strength of the syndicate lies in the experience of its union and political members, as it is not related to the size of its members and the number of members as was rumored

The union goals vary and their objectives vary according to the number of unions within the institution and their effectiveness.

The variation in the forms and qualities of workers contributes to directing the work of unions and may create a kind of competition between them

Field Study :

We have done the field study to test the hypothesis that states

• The orientation towards union work is affected by basic variables, the most important of which are the professional experience of workers, the gender of the worker and the nature of the profession. The more professional experience they have, the less their orientation towards union work. Administrative workers are more union-oriented.

Trade union orientations vary by gender. This study was conducted in the field during the season 2023-2024 at the University of Djelfa, and the questionnaire forms were distributed in March to a number of workers of various professional categories, professors, workers and

administrators, where the questionnaire form consisting of twenty questions was used, most of which were closed questions, and in the end, 80 respondents were satisfied due to the lack of answer and the lack of positive interaction with us, as for the sample, it was simple random, meaning that we were satisfied with certain percentages within one tenth of the employees in each available college, so this study touched All branches and faculties of the university.

Analysis and comment on the field study of the hypothesis:

Table (01) shows the distribution of respondents on the basis of sex

sex Sample members	repetition	%
Male	60	%75
Female	20	%25
Total	80	%100

This table shows us the distribution of respondents on the basis of gender, and it is noted that a quarter of the respondents are females, and this indicates their acceptance of dealing with the research form related to union work without any reservation, while the university institutions for a previous time were primarily male for multiple

reasons, including the necessity of attending periodic meetings and periodic continents, in addition to that it sometimes requires permanent movement and travel, and this may hinder or not be commensurate with heads of families and residents outside the state.

Table (02) shows the distribution of sample members based on age

Age	repetition	%
From 20 to 30 years	0	%00
From 31 to 40 years	04	%05
From 41 to 50 years	60	%75
From 51 to 60 years	16	%20
Total	80	%100

This table shows us the distribution of respondents on the basis of age, which was considered an important variable in this study, and it is clear here that the average age of workers in the middle and this distribution is considered normal, meaning that this distribution can be noted in which

most of the respondents and the average of the respondents in the middle category

Table (03) shows the relationship between the role of the syndicate and participation in the union

Join the guild The role of the union	Yes	No	Total
Positive Role	63.63 14	36.36 8	100 22
Negative Role	51.73 30	48.27 28	100 58
Total	55 44	45 36	100 80

This table shows us the relationship between the existence of a role for unions in the university and their involvement in the union, and according to the above percentages, we note that despite the existence of a statement of the positive role of unions in the institution, a third of them do not join it, and also in the second category, which states that unions have a negative role in the university institution, but they are members involved in it. Through this statistical analysis, we note that engaging in the union here may not be

motivated by utilitarian motives and strategies, but can be for other social goals such as the desire to create a suitable atmosphere for work or the search for recreational privileges and can be likened to engaging in union work such as engaging in the neighborhood committee or cultural or sports associations, which the reason for the first motive to enter it is the search for friendships or the formation of new relationships or the creation of a space for entertainment outside the framework of official work in the institution

Table (04) shows the relationship between the profession and the effectiveness of the syndicate

The role of the union Nature of work	effective	Ineffective	Total
Management Officer	90.90 20	09.09 10	100 30
Professor	41.37 16	58.62 34	100 50
Total	45 36	55 44	100 80

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Table (05) shows the relationship between the Association's representation of teachers and the defense of rights

Syndicate Defense Nature of work	Yes	No	Total
Management	83.33 ²⁵	16.66 ⁰⁵	100 ³⁰
Teaching	38 ¹⁹	62 ³¹	100 ⁵⁰
Total	55 ⁴⁴	45 ³⁶	100 ⁸⁰

This table shows us the relationship between the nature of the employee and the union's defense of rights, it is clear here that the administrative workers and a large percentage declare the role of the union in defending rights, while in the category of professors, it is noted that the percentage of perception is low because the union defends their rights, This indicates a discrepancy in the opinions

Conclusion

The affiliation to a union organization determined by influential variables such as the gender of the employee and his professional experience chronologically in that institution in addition to the nature of his work and tasks and the extent of his exercise of administrative tasks, whether those tasks are permanent or temporary, the results of the research were consistent with the hypotheses, males are more affiliated with union organizations and also the greater the professional experience of the employee, the greater his orientations towards union work, The union work is linked to the extent of the employee's dedication to the practice of this activity, it

of workers according to the change of medical work, and this is logical, as the professor differs in his professional obligations from the administrative employee, except for the administrative professors, and the administrative employee often finds himself confused by comparing his work with the professor, they are different

requires permanent presence morally and materially and accompany all administrative and pedagogical developments sometimes in the university institution, this research has been linked to some specific variables, we here neglected the role of means and networks of communication that may affect the orientations of workers towards union work, which is an area worth studying.

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