

Journal of legal and social studies

Issn: 2507-7333

Eissn: 2676-1742

Syndicalist Women in Algeria Between Social Obstacles and Organizational Factors
A Field Study of a Sample of Female Employees in the Education Sector

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Date of send: 01 / 09 / 2024	date of acceptance: 01 / 10 /2024	Date of Publication: 01/12/2024
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Abstract :

This study aimed to identify the reality of women's participation in syndical work in Algeria, in addition to highlighting the main obstacles they encountered, which are divided between cultural factors originating from society and organizational factors related to the work environment. The study was conducted on some women employees in educational institutions and employees in secondary schools in the city of Medea. It relied on the descriptive analytical method, through the administration of a questionnaire distributed to 50 working women. We concluded the following results: Women involved in syndical work suffer from several social and cultural obstacles almost equally with the professional obstacles they face. As a strategy, they managed to play on the fringes and maneuver within the syndical organization, thus overcoming the organizational obstacles that impede their career path.

Keywords: Syndical work, Syndicalist Women, Organizational factors, Social obstacles

Introduction:

The topic of women's engagement in syndicates and their participation in syndical work is a complex issue that constitutes a challenge, as difficulties and obstacles are alike in various parts of the world and especially in Algeria, due to the specific mental composition of Algerian society and the prevailing male-dominated culture that values men and diminishes women's capabilities as qualified elements to assume responsibility, which leads to a loss of self-confidence among women and their reluctance to participate in syndical work under different professional conditions. These conditions may relate to the syndicate or the administration, monopolizing decisions and transforming it in reality into an oligarchical organization. They may also relate to various administrative complexities such as a lack of flexibility, either out of fear of job loss or due to exposure to various types of harassment at work or to an inability to balance work and family life, which hinders their actual practice of syndical work and results in complete disengagement.

The representation of women in syndical councils across the country is at 25% compared to 68% of the total female workforce, predominantly in the education sector. This demonstrates a direct relationship between their extensive engagement in education and their weak presence or absence in syndical work. This reluctance contributes to the exclusion of social and professional demands by 50%, thereby targeting women, draining their capacities, and limiting their efforts and energies to serve their causes and interests, causing several imbalances and obstacles that prevent them from performing their syndical role. Their presence in syndical councils becomes an unusual occurrence in society.

To further shed light on the subject, we posed the following questions:

- What are the obstacles that limit the activation of women's roles in syndical work?
- Do the cultural heritage of the social environment and professional organizational factors hinder women's roles in syndical work?

First: Theoretical Aspect of the Study**1.Importance of the Study:**

- To highlight the role that syndicalist women can play in defending the interests of female workers and what they can offer to society.
- To attempt to modify opinions and ideas related to syndicalist women and to value their efforts in defending the interests of female workers and providing a healthy and safe environment.
- To closely identify the main obstacles that women face in syndical work.

2.Definition of Concepts in the Study:

Defining concepts is a fundamental condition of scientific research; it facilitates the understanding of meanings and ideas that the researcher aims to express.

2.1.Concept of Syndical work:

Syndical work is an organized activity within a legal framework that defends the material and moral rights of a specific category within society, having similar social conditions which make their interests closely aligned (Samghouni, 2013)

- It is a permanent union of wage workers to protect its members at work, based on the cooperative desire among its members towards a common purpose (Zwilef ,2003,p.273)

Procedural Concept:

Syndical work is an organization formed by a specific category to defend their rights and interests within an organizational structure, where responsibilities are hierarchical, regulated by different statutes and decrees, and involves attending meetings and seminars to evaluate this work, as well as providing volunteer services.

2.2. Concept of Syndicalist women:

Refers to any working woman or practitioner of syndical work defending female employees across various institutions in the public sector.

2.3. Concept of Social Obstacles:

Social obstacles are defined as the presumption of instability and inconsistency. Their meaning includes the urgent need for adaptation within the social system or in a person's character to achieve a state of equilibrium, which is considered the goal behind it (Atef,2005,p.42)

Procedural Concept:

Social obstacles are divided into subjective social obstacles, which include lack of self-confidence, low educational level, ignorance of the role women play in syndical work, and fear of job loss. Women suffer from suppression in situations of unethical behavior such as harassment. As for the objective obstacles include prioritizing family care, frequent travel and trips, societal disdain for working women, and suffering from patriarchal and male-dominated mentalities.

2.4. Concept of Organizational Factors:

These factors are related to the organization or the general administrative apparatus, work style, the way goals are achieved, the degree of centralization prevailing in the organization, and the extent to which the organizational climate is conducive to work, creativity, and innovation(Morris,2011,p.100)

Procedural Concept:

These represent obstacles faced by women within the work environment, such as organizing meetings outside of work hours, working in informal systems and unregulated sectors, bureaucracy within the organization, concealing syndicate election schedules, and sometimes arbitrary limitations set by officials to reduce the scope of work under a quota system.

3. Previous Studies:

- **A study by Madas Ahmed (2015):** A PhD thesis in the major organization and work titled "Working Women and Syndical Participation," at Abou Al Kacem Saâdallah University Algiers2–Department of Sociology. A field study that explores the reality of syndical participation among university women professors at Djelfa University.

The study aimed to explore the most significant factors determining the rate and scope of women's participation in syndical work in Algeria. The researcher divided these factors into those specific to working women themselves, including their cultural capital in social and professional aspects, and those related to the

syndical organization itself, such as organizational culture, organizational climate, leadership, and organizational structuring. There are also factors related to society at large, such as the extent of change and social mobility, in addition to modernity and technological development.

One of the key findings of this study is that cultural capital affects the extent of syndical participation, while the economic aspect does not relate to the syndical participation of working women. However, the organization does influence the extent of participation, and finally, the overall society impacts the level of syndical participation, considering that the process of social change is directly linked to the process of participation in syndical work, in addition to modernity and the increase in the number of organizations.

- **A study by Naâmat Koko Mohamed (2001):** A research paper prepared for the Gender Studies Center in Khartoum titled "Women, Creativity and Development, and Syndical work": This research paper aimed to provide an analytical reading of the main reasons for women's reluctance to engage in syndical activity, especially in leadership positions, through a case study of some leaders in various syndicates. The results of the study were as follows:
- Women's participation in the higher leadership bodies (in central committees and executive offices) is weak, represented by 1%, with 9% participation in syndical bodies, totaling 473 out of 5208 members of the executive offices. The study also noted that women's membership in this field at the level of central general syndicates was 12 out of 13 syndicates.
- The most significant obstacles to syndical work included women's dedication to their family responsibilities and the lack of respect for meeting times that do not align with their circumstances. This limited their enthusiasm for entering leadership positions in the syndicate, thereby allowing male dominance over them and their elevation to leadership at the expense of the female elements, reflecting a lack of democracy in elections and recognition of women's roles from another perspective.

Comment on the studies:

Previous studies agree that syndical work for working women is important and necessary in all sectors without exception, as women are exposed to multiple social, cultural, and professional obstacles primarily caused by male dominance and their concerns with their family and domestic environments, organically making them a secondary and ineffective element in decision-making.

Studies have differed in the dimensions of syndical work obstacles and the reasons for the reluctance on the part of working women themselves. The study by "Naâmat Koko Mohamed" mentioned the main reasons for women's withdrawal and retreat from leadership positions in the context of cultural capital. On the other hand, the study by "Madas Ahmed" demonstrated that the process of social change, along with modernity and an increase in the number of organizations, is limited to the participation process in syndical work.

Secondly: The Field Aspect of the Study

1.Areas of Study:

1.1.Spatial Domain: The study was limited to two educational institutions in the sector of education, namely Fodil Iskandar Middle School, and Zerrouk Boucherit Secondary School in the province of Medea.

1.2Temporal Domain: The study was conducted during the period from March 8th, 2023, to April 15th, 2023.

1.3.Human Domain: Consisted of female workers and educational staff including women administrators, teachers, supervisors, and professional workers from both institutions. Specifically, 30 questionnaires were distributed at Fadil Iskandar Middle School, from which 24 were retrieved, and 30 questionnaires at Zerrouk Boucherit High School.

2. Research Population and Selected Sample:

The research population included all female workers in the education sector, whether they were members of various syndical organizations or not, in both institutions. The sample was based on a simple random sample applied in both institutions, where 60 questionnaires were distributed to 60 workers in the institutions under study, and 54 questionnaires were retrieved. Answers were provided correctly and typically for 50 questionnaires; therefore, 50 questionnaires were adopted as a model for the study. The descriptive analytical method was used.

3.Presentation and Discussion of the Results of the Study:

3.1.Analysis of the Personal Data of the Sample:

Table No. (01): Analysis of Personal Data for the Sample:

	Variables	Frequency	Percentage (%)
Age	25 to 35	11	22%
	35 to 45	24	48%
	45 to 55	10	20%
	Over 55	5	10%
Educational Level	Primary	4	8%
	Middle School	5	10%
	Secondary School	7	14%
	Vocational Training	1	2%
	University	33	66%
Profession	Administrative	18	36%
	Teacher	23	46%
	Supervisor	3	6%
	Professional Worker	6	12%
Experience	5 to 10 years	22	44%
	10 to 15 years	9	18%
	15 to 20 years	7	14%
	Over 20 years	12	24%

From the table, we observe that the sample included various age groups, but the predominant category is from 35 to 45 years, which significantly dominated the sample. This is due to the employment policy and the state's interest in encouraging the youth. The percentage of university education is the highest, estimated at 66%. This is linked to employment conditions that prioritize the university level, especially for those who have obtained a baccalaureate degree, which qualifies them to greatly comprehend programs because their ability to understand is high. According to profession, the category of teachers had the highest percentage, estimated at 46%. From this, we conclude that the majority of the sample members hold the position of teacher, due to the primary profession of the institution which is teachers, and the largest percentage of the professional experience came at 44%, which was between 5 to 10 years.

We deduce from the above that most of the sample members have an average number of years of work, due to the suspension of the law on proportional retirement and retirement without an age condition, which led to the mandatory retirement of male and female workers in the education sector, leaving their positions vacant for employment competitions for the graduates from institutes and universities as part of the efforts to eliminate unemployment.

3.2.Construction and Analysis of Tables Related to the First Question:

What are the obstacles that limit the activation of women's roles in syndical work?

Table No. (2): It shows the balance between work and family commitments according to family status.

From the table, it is evident that the general trend shows 64% of the surveyed women reported managing to balance work and family commitments. This is

Family Status balance between work and family commitments	Single	Married	Divorced	Widowed	Total
	Frequency %	Frequency %	Frequency %	Frequency %	Frequency %
Balances	7 46.66%	16 69.57%	4 80%	5 100%	32 64%
Does Not Balance	8 53.33%	7 39%	1 20%	0 0%	18 36%
Total	15 100%	25 100%	5 100%	5 100%	50 100%

supported by 100% of widowed women, followed by 80% of divorced women, and 69.57% of married women. The lowest rate was recorded among single women at 16.66%. Conversely, 36% reported they do not manage to balance work and family commitments, supported by 53.33% of single women.

Statistical analysis of the table reveals that widowed and divorced women are most successful in balancing work and family commitments due to psychological reasons aiming for self-affirmation. The death of a spouse or divorce are

considered the most severe conditions impacting a woman in our society, leading to increased responsibilities. Thus, women strive for success and balance between their social roles as a strategy to maintain their social status and provide economic support for themselves and their families. For married women, the considerations are more financial, to cover expenses and assist their husbands with daily life requirements. As for single women, they find it difficult to juggle various social roles due to paternal authority or indifference and their reluctance to take on the dual burden of home and professional responsibilities.

Table No. (3): Exposure to Criticism for Staying Late at Work According to Family Status

Family Status Exposure to Criticismfor Staying Late atWork	Single	Married	Divorced	Widowed	Total
Exposed to Criticism	6 (40%)	13 (52%)	2 (40%)	2 (40%)	23 (46%)
Not Exposed to Criticism	9 (60%)	12 (48%)	3 (60%)	3 (60%)	27 (54%)
Total	15 (100%)	25 (100%)	5 (100%)	5 (100%)	50 (100%)

From our reading of the table, we observe that the general trend indicates that 54% of the surveyed women are not criticized for staying late at work. This is supported by 60% among single, divorced, and widowed women, followed by 48% among married women. Conversely, 46% of the surveyed women reported being criticized, with 52% of married women and 40% among single, divorced, and widowed women.

It is clear from the percentages that family commitments, especially the husband's expectations for married women, are subject to the prevailing male-dominated mentality in Algerian society, and the inevitability of social norms that reject the idea of married women staying late at work, unlike single women who are free from a husband's authority, such as single, divorced, and widowed women. Since married women represent 50% as the highest percentage among the other family status groups, this is considered a social obstacle in practicing an activity or work that requires staying late, such as attending meetings at work within the syndical field.

Table No. (4): Shows the party responsible for making decisions regarding professional life according to age.

Age	25-35 years	35-45 years	45-55 years	Over 55 years	Total
Decision Maker	Frequency %	Frequency %	Frequency %	Frequency %	Frequency %

Father	5 45.46%	2 8.33%	2 20%	0 0%	9 18%
Brother	0 0%	1 4.16%	0 0%	0 0%	1 2%
Husband	0 0%	4 16.68%	1 10%	2 40%	7 14%
Mother	1 9.09%	0 0%	0 0%	0 0%	1 2%
Alone	1 9.09%	3 12.5%	6 60%	2 40%	12 24%
Jointly	4 36.36%	14 58.33%	1 10%	1 20%	20 40%
Total	11 100%	24 100%	10 100%	5 100%	50 100%

From the table, we observe that the highest percentage, 40% of the respondents, make work-related decisions jointly, supported by 58.33% in the age group of 35-45 years, followed by 36.36% in the 25-35 age group, and 20% in those over 55. Conversely, 24% make decisions alone, with this choice supported by 60% of those aged 45-55 years, followed by 40% of those over 55, and 12.5% in the 35-45 age group. Regarding the 18% whose fathers make decisions about their work, this is supported by 45.46% of those aged between 25-35 years. As for those who reported 14%, their husbands are the ones making work-related decisions, supported by 40% in the age group of over 55. Lastly, a minimal percentage of 2% is split evenly between brothers and mothers, with 9.09% of women aged 25-35 indicating that their mother makes their work-related decisions, followed by 4.16% of those aged 35-45 indicating their brother does.

The statistics in the table clarifies that decision-making tends to be collaborative in the age group that represents maturity, characterized by rationality, balance, and experience. As women age, they are more capable of taking charge of their affairs independently, deserving and competent. It's notable that men, whether brothers, husbands, or fathers, are present in all age categories of the respondents, indicating a cultural backdrop dominated by traditions and customs that do not allow women freedom of choice in professional decisions, and even in the absence of male figures, the mother is present.

3.3.Construction and Analysis of Data Tables for the Second Question: Does the cultural heritage of the social environment and professional organizational factors hinder women's roles in syndical work?

Table No. (5): Shows problems at work due to the respondents' involvement in syndical organization.

Involvement in Syndical Organization Problems at Work	Involved	Not Involved	Total
	Frequency %	Frequency %	Frequency %

Exists	6 31.58%	9 29.03%	15 30%
Does Not Exist	13 68.42%	22 70.97%	35 70%
Total	19 100%	31 100%	50 100%

The table shows that 70% represent the general trend stating that there are no problems at work due to involvement in syndical organization. This percentage is supported by 70.97% of those who are not originally involved in any syndical organization, followed by 68.42% of those who are actually involved in the syndical organization. Conversely, 30% reported having problems at work due to their involvement in the syndical organization, supported by 31.58% of those involved, which is the cause of their suffering, followed by 29.03% of those not involved but still experiencing work-related problems.

From the statistical reading of the table, it appears that workers who are stable in their jobs and who can overcome difficulties in their professional environment generally do not have problems. The further they stay from formal organizations, protecting their interests and understanding labor laws to confront injustices, the more they are at peace and free from troubles. However, if they seek refuge in the syndicate and formally demand their rights within a syndical organization, trying to protect their interests and raise syndical awareness in their environment, they are always exposed to problems and compromises

Table No. (6): Shows the impact of work problems on family and professional life according to family status.

Family Status Work Problems Affect	Single Frequency %	Married Frequency %	Divorced Frequency %	Widowed Frequency %	Total Frequency %
Family Life	2 13.33%	8 32%	2 40%	1 20%	13 26%
Professional Performance	13 86.67%	17 68%	3 60%	4 80%	37 74%
Total	15 100%	25 100%	5 100%	5 100%	50 100%

From the table, we observe that the general trend shows that 74% of the surveyed women have work-related problems that affect their professional performance, with this proportion supported by 86.67% among single women, followed by widows at 80%, and married women at 68%. Conversely, 26% reported work-related problems that affect their family lives, supported by 40% among divorced women.

The table indicates that single women and widows are able to separate professional issues from interfering with their family lives. Regarding divorced and widowed mothers, they play a dual role in compensating for the absence of a father. The significant impact on professional life among single women and widows might suggest their vulnerable situation and the target of predatory behaviors in the workplace, such as exposure to harassment.

The presence of problems in the work environment, in turn, affects the performance of female workers within the institution on one hand, and impacts family life on the other, posing a barrier that limits the effectiveness of the workers.

Table No. (7): Shows how problems in the workplace are treated.

Answers	Frequency	Percentage (%)
Alone	11	22%
Ignoring the issue and not facing it	09	18%
Contacting your supervisor directly	29	58%
Seeking help from the syndicate	01	2%
Total	50	100%

From the table above, we find that the largest percentage of the sample directly contacts their supervisor to take action when problems occur at work, with 58%. Meanwhile, the rest of the sample's responses vary between solving the problem alone, which accounts for 22%, ignoring the issue and not facing it at 18%, while only 2% seek help from the syndicate. From the results obtained, it can be said that most of the sample members approach their supervisor to solve problems, due to the prevailing system of human relations implemented in the institution, which is based on democracy and dialogue, and the immediate supervisor's attention to the concerns of their employees.

Table No. (8): Shows the understanding of the nature of syndical work according to profession.

Profession Under-standing of Syndical work Nature	Administrative	Teacher	Supervisor	Professional Worker	Total
	Frequency %	Frequency %	Frequency %	Frequency %	Frequency %
Has an Idea	5 27.78%	8 34.78%	1 33.33%	0 0%	14 28%
No Idea	2 11.11%	5 21.73%	1 33.33%	5 83.34%	13 26%
Somewhat	11 61.11%	10 43.47%	1 33.33%	1 16.66%	23 46%
Total	18 100%	23 100%	3 100%	6 100%	50 100%

From the table, we notice that the highest percentage, represented by 46% of the respondents, have somewhat an idea about the nature of syndical work, supported by 61.11% of the administrative staff, followed by the teachers at 43.47%, and then the supervisors at 33.33%. Conversely, 28% have an idea about the nature of syndical work, supported by 34.78% of the teachers, followed by the supervisors at 33.33%, and then the administrative staff at 27.78%. Lastly, 26% represent those who have no idea, with 83.34% of those being professional workers.

From the statistical reading of the table, we conclude that the crystallization of syndical awareness is linked to the educational level of the respondents and the nature of the profession they occupy, especially those with higher degrees among administrative staff, or teachers and supervisors, who have declared having an idea about the nature of syndical work. This is either due to their actual involvement in various syndical organizations or their intention and determination to enter this field.

Table No. (9): Shows whether the respondents are involved in the syndicate or not.

Answers	Syndicate	Frequency	Percentage (%)
Yes	CNAPEST	8	40%
	UGTA	4	
	SNAPAP	5	
	SNAAS	3	
No		30	60%
Total		50	100%

From our reading of the table, we find that the largest percentage of the sample, 60%, confirms their non-participation in the syndical system, while the rest of the sample, representing 40%, are involved. From the results obtained, it can be said that most of the sample members are not involved in syndical organizations, which is due to most of them preferring not to engage in syndical disputes and to work in a stable environment with regular pay, promotion guarantees, and retirement benefits. According to a study conducted by the International Labour Office in 2008, it was shown that the representation of women in syndicates is low and the scarcity of women in such organizations can be attributed to several factors including cultural backgrounds related to gender, and sometimes due to women's own lack of desire to participate in syndical bodies. Most women concede that the tasks of work, syndical representation, and defending the interests and rights of workers are heavy responsibilities that only men can bear.

Table No. (10): Shows the desire to engage in syndical work.

Answers	Frequency	Percentage (%)
Yes	11	22%
No	39	78%
Total	50	100%

From the table above, we find that the largest percentage of the sample, 78%, confirms a lack of desire to engage in syndical activities, while the remaining 22% of the sample responded affirmatively. From the results obtained, we note that most of the sample members do not wish to engage in syndical activities for various reasons, including having other commitments and interests, a belief that syndicates are not beneficial and do not serve their interests, and a preference for achieving leadership positions and decision-making roles. Many of them view syndical activities as burdensome and demanding tasks that require a lot of time, effort, and sacrifice, based on the cultural and social heritage of the community, despite the increasing number of women in the workforce, plays a significant role.

3.4.Results:

- Partial Results According to Hypotheses:

A. After analyzing the tables of the first hypothesis, we concluded the following results.

- The type of family which is the nuclear family, finds it difficult to engage in activities outside the workplace due to the diverse social roles of women between family duties, childcare, husband care, in addition to working outside home, which prevent them from undertaking another role to engage in an activity, confining them only between home and the workplace. This limitation is defined by the social inevitability of a cultural environment that is not encouraging for women.
- We also report that despite this barrier is less severe for widows, divorcees, or single women, as they are exempt from serving a husband and are free from his authority. By eliminating this role, it opens up space restricted between family and professional interests, leading to significant harmony between them and achieving the desired status as a safety valve that protects them from societal disdain or as a financial support against the vicissitudes of time, especially for divorced and widowed women.
- We also note that despite the social change that has affected all segments of society and women's entrance into various fields and work areas, Algerian men still prefer the teaching profession over all others due to its significant compatibility with their traditional biological role in reproduction and upbringing.
- The demeaning perspective of supervisors by their work environment is a result of the failed policies of the Ministry of Education in creating new positions at the expense of others, adopting policies of differentiation and moral exclusion, which cause performance weaknesses and dissatisfaction, and unfair competition among organization members.
- The prevailing male mentality in the cultural environment of Algerian society imposes restrictions on women not to stay late outside work hours, prioritizing husband and family first.
- The individual's age plays an important role in how decisions are made, especially those related to professional life for women, who are an integral

part of social life on par with men. Therefore, decisions are made collaboratively, and as age progresses, they are able to make decisions individually based on personality, intelligence, and experience.

- Gender discrimination in the workplace is more prevalent in the administrative environment than in the pedagogical environment, whether for teachers or supervisors, due to the nature of administrative work as a space for interaction among its members where power is exercised and maneuvering for monopolizing information as a winning card to secure higher positions or achieve specific goals.
- Women new to the professional field and especially those with less than 10 years of experience tend to view work collaboratively, an optimal approach to creating a stable work environment, which dampens their awareness of syndical activities.

b. After analyzing the tables for the second hypothesis, we concluded the following results:

- The factor of job stability excludes workers from considering joining any syndicate to claim their rights.
- The existence of problems in the work environment have a greater impact on the professional performance of workers than on their family life, which forces them to turn to their direct supervisor to solve problems or to take individual initiative and find a friendlier approach than resorting to the syndicate.
- The factor of seniority and experience fosters organizational behavior that aligns with the prevailing culture in the institution, strengthening human relationships in the work environment, and form a barrier against considering joining a syndical organization.
- Despite the existence of syndical awareness among holders of higher degrees such as administrators, teachers, and supervisors, most of them are not involved in a significant percentage, indicating a complete lack of conviction in syndical work as it is not a priority or of interest to working women, and they are preoccupied with their concerns away from the syndical field.
- The idea of practicing syndical work is enhanced by the syndicate's strength itself and the mechanisms it uses to defend its members and its presence in all institutions.
- Despite the particularity of women issues, which require female representatives to defend their rights and engage in all matters, such as ethical transgressions in the workplace, there is not enough interest in this field.

- General Results:

Through this field study, we tried to identify the obstacles that limit the activation of women's role in syndical work, including social, cultural, and organizational professional obstacles. The results revealed:

Practicing syndical work by Women in society is a dynamic process within an integrated system that requires training, awareness of its importance, inputs,

processes, outputs, and a control system. The inputs consist of volunteer women, specific programs, local or national substructures, and adopted issues. The processes involve familiarizing with public service laws, self-confidence, a strong personality, moral and material support from family and surroundings, training courses, educational level, and a strong network of relationships. Intense female involvement at the base of the syndical pyramid and its outputs are strong organizations relied upon by civil society to achieve balance in society as a whole. The control system is the policies based on activating the role of women in practicing syndical work and overcoming all obstacles that prevent this.

- According the concluded results, women practicing syndical work suffer from various social, cultural, and organizational professional obstacles. As a strategy, they have managed to play on the margins and maneuver within the syndical organization, smartly overcoming organizational obstacles.
- Among the social and cultural obstacles, we mention societal disdain. Despite women fulfilling multiple roles such as workers, housewives, and caregivers, they are often confined to traditional roles between work and home, particularly those who have started nuclear families. Any activity beyond work hours is rejected, even implicitly, by their social and family circles, enforcing conformity to established norms and a Durkheimian (Durkheim) view of social determinism, which dictates individual roles.
- The data shows that 68% of the female workforce in the education sector prefer teaching, aligning with what is naturally expected of women. However, this preference also acts as a barrier to their involvement in syndical activities, whether due to a lack of awareness, apathy, or a discouraging culture that detracts from syndical involvement, leading them to focus on daily responsibilities instead.
 - Patriarchal and paternalistic mentality prevalent in Algerian cultural environments does not permit married women to stay out late for work, prioritizing attention to the husband and family first.
 - The age stage of women, characterized by prudence and rationality in decision-making from age 45 and over, does not encourage syndical membership, unlike the crystallizing awareness among younger, highly educated women.
 - Ignorance of labor laws and syndicates, along with a lack of understanding of what syndical activity entails, particularly among newcomers to the workforce, weakens women's participation in syndical organizations.
 - The fear of unemployment and job loss, especially among widowed and divorced mothers, is significant.

As for professional barriers, they include:

- Gender discrimination and competition for leadership positions and decision-making roles in the syndical environment discourage full participation in syndical activities.
- The dilution of the ultimate goal of syndical activity due to conflicting goals and member infighting for personal interests over collective interests in some syndicates, particularly newer ones like the SNSAE and SNAAS,

diminishes their reputation compared to established syndicates like CNAPEST. The weaker the syndicate, the lower the participation rate.

- Experience and seniority, combined with job stability and a collaborative work environment, hinder thoughts of joining any syndicate to claim rights.
- Most female workers acknowledge problems that affect their professional life and performance, preferring amicable solutions with supervisors, which is a significant barrier to fostering stronger female participation in syndicates.
- Harassment, threats, and verbal abuse in the workplace necessitate the presence of a charismatic female leader to defend the vulnerable and demand restitution of their trampled onrights.

Conclusion:

The importance of practicing syndicalrights has especially increased after the continuous struggles of the labor class and syndical movements worldwide. While women have achieved much in their professional fields, their ascent to leadership positions within syndicates is nearly non-existent. This is due to several personal, social, and political reasons. Studies have highlighted barriers in social, cultural, organizational, and professional aspects. These factors have resulted in fewer women in syndicates and leadership positions compared to men, and compared to their presence in the workforce. In Algeria, the representation of women in syndicates does not reflect their presence in the labor market, largely due to cultural backgrounds related to gender and women's own reluctance to engage due to the perceived difficulty and burden of the mission.

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