

		Science, Education and Innovations in the Context of Modern Problems Issue 9, Vol. 8, 2025	
		TITLE OF THE RESEARCH ARTICLE 	
		Trade Union Organization: Balancing the Defense of Workers' Rights and the Promotion of Increased Productivity in Economic Institutions	
Medjahdi Khadidja	Dr.		
	Lecturer Class A, Blida 2 University - Lounici Ali, Laboratory of Law and Real Estate		
	Algeria		
	E-mail: medjahdi.khadidja@yahoo.fr		
Issue web link		https://imcra-az.org/archive/383-science-education-and-innovations-in-the-context-of-modern-problems-issue-9-vol-8-2025.html	
Keywords		Trade Union Organization; Workers; Employing Institutions; Mechanisms For Collective And Individual Labor Dispute Resolution; Collective Bargaining. JEL Classification: J50, J51, J53, J81	
Abstract			
Trade union organization among workers plays a significant role in the production processes within employing institutions. It also safeguards workers' rights and freedoms, particularly those enshrined in international conventions and national legislation. Both workers and employers are required to comply with these provisions, as violations may carry criminal liability. The trade union serves as the legal entity representing workers in defending their economic, social, and cultural interests. It works with institutional management to address disputes in ways that serve the interests of both sides. Workers should have equal rights and freedoms, without discrimination, when holding equivalent positions. Labor relations laws provide for elected bodies that regulate workers' access to trade union leadership and its branches. These laws also outline the mechanisms for collective and individual negotiations to resolve labor disputes, whether through amicable solutions or legal proceedings..			
Citation. Medjahdi Kh. (2025). Trade Union Organization: Balancing the Defense of Workers' Rights and the Promotion of Increased Productivity in Economic Institutions. <i>Science, Education and Innovations in the Context of Modern Problems</i> , 8(9), 1325-1333. https://doi.org/10.56334/sci/8.9.8			
Licensed © 2025 The Author(s). Published by Science, Education and Innovations in the context of modern problems (SEI) by IMCRA - International Meetings and Journals Research Association (Azerbaijan). This is an open access article under the CC BY license (http://creativecommons.org/licenses/by/4.0/).			
Received: 28.05.2025		Accepted: 17.08.2025	
		Publishing time: 05.10.2025	

1. Introduction

The labor union is one of the most important organizations advocating for workers' professional and social interests, particularly within the framework of modern labor legislation, which seeks to enshrine trade union rights and freedoms and ensure their legitimate defense, in order to establish balanced labor relations.

The Constitution of the International Labour Organization (ILO) emphasizes the principle of trade union freedom, a core principle on which the ILO was founded and one that is also enshrined in the Algerian Constitution and other comparative constitutional systems.

The International Labour Conferences have established multiple conventions to protect trade union rights alongside the right to organize as part of their efforts to safeguard trade union activities. The conventions include No. 84 of 1947 which establishes rights for association and labor dispute resolution and No. 87 of 1948 that protects freedom of association and allows workers and employers to form unions without governmental approval. The 1948 Convention No. 52 establishes freedom of workers' unions together with their right to organize. The 1949 Convention No. 53 protects workers through collective bargaining rights and safeguards them from employment discrimination because of their union membership (Bajma, 2009). The 1971 Convention No. 55 protects workers' representatives from discrimination or punishment when they engage in trade union activities that serve labor interests. The 1978 Convention No. 57 establishes public service labor relations standards to protect workers' rights under public authority employment while setting rules for special cases that differ from general employment regulations. The ILO Declaration on Fundamental Principles and Rights at Work adopted in Geneva on June 18, 1998, strengthens these essential labor standards (Bassiouni, 2003, p. 515).

These international agreements, conventions, and declarations were initiated by ILO member states, emphasizing the importance of protecting the right to engage in trade union activities. They also clarify the balance between protecting workers' rights and safeguarding the interests of employers to enhance productivity, aiming to ensure mutual benefit.

Regarding domestic legal sources governing trade union organization in Algeria, Article 69 of the Algerian Constitution, promulgated on September 30, 2020, states: "The right to trade union activity is guaranteed and exercised freely within the framework of the law. Economic sector actors may organize themselves within employers' associations in compliance with the law." Furthermore, Law No. 90-14, dated June 2, 1990, regulates the conditions for exercising the right to trade union activity and defines how this right is exercised within trade union organizations.

This study is significant because of the pivotal role trade unions play in legally protecting the rights and interests of workers and promoting social justice through fair wealth distribution. Trade unions also foster social dialogue between workers and employers, work to resolve labor disputes amicably, and avoid strikes unless all legally prescribed steps—such as reconciliation, mediation, and arbitration—have been exhausted. Employers must receive adequate notice to respond to workers' demands before a strike begins. In addition, trade unions contribute to economic development by improving working conditions and increasing institutional productivity, thereby meeting societal needs and supporting the export of surplus production.

To contribute to the discussion on this topic, we propose the following research question: To what extent do labor unions contribute to organizing and enhancing labor relations in a way that serves the mutual interests of workers and employers? This study also aims to clarify how labor law regulates coordination and cooperation mechanisms between trade union branches and employing institutions to achieve their shared interests.

Within this study, we used the analytical method to examine several provisions of international and national labor laws related to the regulatory framework governing labor unions, with particular emphasis on Algerian labor law. We also employed the descriptive method to present relevant legal texts and doctrinal opinions concerning the organization of labor unions, specifically their establishment, the definition of their functions, and their relationships with employing institutions.

The scope of the study was limited to defining the concept of the labor union in the first section, followed by explaining its role and functions in the second.

2. The Concept of the Labor Union and Methods of Its Establishment

Labor unions are collective organizations made up of workers, aimed at protecting their rights and improving working conditions. These unions are formed by workers themselves to negotiate with employers in order to achieve their goals. Accordingly, this section first addresses the concept of labor unions, then discusses how they are established.

2.1 The Concept of the Labor Union

To arrive at a clear understanding of the concept of labor unions, we will first address their definition in the first division, then clarify their characteristics in the second division.

2.1.1 Definition of the Union Organization

The analysis of judicial decisions together with statutory provisions reveals various definitions regarding unions. A labor union exists as a professional worker association which functions to protect and defend its member interests. The professional group functions through organizational structure to protect economic interests and professional rights of its members (Chetibi, 2010, p. 14). According to Dr. Ali Mahmoud Islam Al-Ghar the labor union functions as a voluntary worker group dedicated to protecting member rights specifically regarding wages and working hours and health and safety concerns (Chetibi, 2010, p. 15).

From these definitions, it can be concluded that a labor union is an organization of workers from one or more professions, freely formed to protect their interests and achieve their goals. Workers and employers within the same profession or sector have the right to establish union organizations to defend their material and moral interests, or to freely join existing unions, as long as they comply with relevant legislation and the basic laws governing these unions (Articles 2 and 3 of Law No 90-14, 1990).

The Jordanian legislator defines a trade union as “a group of workers engaged in the same profession or in similar professions, united within an association whose purpose is to protect the profession, promote it, raise its standards, defend its interests, and advance it in all economic, industrial, and commercial aspects (Article 84 of the Jordanian Labor Law No 183, 2000).”

The fundamental purpose of establishing trade union organizations is to defend workers' rights, as the weaker party in the employment relationship. Their collective organization within a trade union helps ensure balance in their dealings with employers and enables them to advocate for better material and moral working conditions. A trade union is thus a permanent collective entity with its own internal structure, aimed at protecting its members' ongoing professional interests (Zaki, 1982, p. 320).

Various labor laws recognize trade union organizations as legal entities with full capacity to carry out all related activities. For example, Article 16 of Law No. 90-14 on the exercise of trade union rights in Algeria states: “A trade union acquires legal personality and civil capacity upon its establishment.”

2.1.2 Characteristics of Trade Union Organizations

Based on the aforementioned definitions, the characteristics of a trade union organization can be summarized as follows:

- First: A trade union is a labor association of individuals who join their efforts on a continuing basis for a non-profit purpose. It is classified as a specialized professional association because its existence is limited to defending the professional interests of its members, as protected by labor legislation and both international and national regulations. It belongs to the category of professional organizations.
- Second: A trade union is a professional organization whose activities are limited to protecting, promoting, and advancing professional work from economic, social, and commercial perspectives, as well as improving the material and moral conditions of workers. It is prohibited from engaging in political activities or being organizationally affiliated with any political association. It is also forbidden to receive any grants, donations, or bequests from political associations or parties, or to contribute to their financing. However, individuals who are not members of trade union organizations remain free to join political associations in their personal capacity (Article 5 of Law No 90-14, 1990).
- Third: A labor union has legal personality (corporate status). Once it acquires this status, it is empowered to:
 - The organization holds the authority to begin litigation and practice all legal rights at the appropriate judicial body starting from its founding to protect both individual member rights and collective interests including material and moral damages. The union possesses the authority to start legal proceedings that aim to defend both personal and group labor issues affecting its members along with organizational representation interests. Yet the subordinate branches of the organization lack this legal entitlement.
 - Represent its members before public authorities in concluding any contract or agreement related to its objectives, and acquire movable or immovable property, either for free or in return for payment, for the purpose of carrying out the activities set out in its statutes or internal regulations (Articles 16/2 and 16/3 of Law No 90-14, 1990).

- Trade union organizations must notify the relevant public authority of any amendments to their statutes or changes in leadership or administrative bodies within thirty (30) days of the decision. These changes are not enforceable against third parties until they are published in at least one national daily newspaper (Article 17 of Law No 90-14, 1990).
- In accordance with applicable laws and regulations, trade union organizations have the right to affiliate with international, continental, or regional trade union bodies that pursue the same or similar objectives (Article 17 of Law No 90-14, 1990).
- A union branch may publish or issue newsletters, magazines, and informational materials, as well as issue bulletins related to its goals.
- It is the responsibility of the union branch to work toward achieving social protection, participate in the provision and direction of social services, develop training programs related to trade union and professional skills for all labor categories, and prevent any labor violations.
- The union branch is required to obtain insurance coverage that protects against financial liabilities arising from its civil obligations (Article 20 of Law No 90-14, 1990).

2.2 The Procedure for Establishing a Trade Union Organization and the Specification of Its Statutes

This section first addresses the procedure for establishing a trade union organization, then outlines the content of its statutes, and finally discusses its dissolution and methods of termination.

2.2.1 Procedure for Establishing a Trade Union Organization

Articles 6 to 11 of Law No. 90-14 govern this process as follows:

- Workers within economic enterprises may establish trade union organizations, provided the following conditions are met:
 - They hold Algerian nationality, either by birth or naturalization, for at least ten (10) years.
 - They enjoy full civil and political rights. This means they must not have been convicted of criminal offenses.
 - They have reached legal adulthood, defined as nineteen (19) years of age under Article 40 of the Algerian Civil Code.
 - They have not engaged in conduct contrary to the Algerian Revolution.
 - They are actively involved in activities aligned with the objectives of the trade union organization (Article 6 of Law No 90-14, 1990).

A trade union organization is established through a founding general assembly that includes its founding members. The establishment must be declared by submitting a founding statement to the relevant public authority. If the trade union organization operates at the national level, the founding statement is submitted to the Minister responsible for labor; if it operates at the regional (wilaya) level, it is submitted to the local authority of the wilaya where the organization's headquarters are located (Articles 8 and 10 of Law No 90-14, 1990).

An acknowledgment of receipt must be issued by the competent public authority within a maximum of thirty (30) days from the date the establishment file is submitted. Establishing the trade union organization requires compliance with public disclosure requirements, including at least one announcement published in a national daily newspaper at the organization's expense.

The founding statement must be accompanied by a file containing the following:

- A list bearing the names and signatures of the founding members of the trade union organization, specifying the leadership and administrative bodies, as well as their civil status, occupations, and residential addresses.
- Two certified copies of the statutes.
- The minutes of the general assembly (Article 9 of Law No 90-11, 1990).

2.2.2 The Statutes of the Union Organization

The statutes of a union organization must, under penalty of nullity, include the following provisions:

- The objective of the union organization, its name, and its headquarters;
- The operational methods of the organization and the scope of its territorial jurisdiction;
- The categories of individuals, professions, branches, or sectors covered by the union's purpose;

- A statement of members' rights and obligations, as well as the conditions for admission, withdrawal, or exclusion;
- The procedures for the election, management, and renewal of leadership and administrative bodies, including the duration of their terms;
- The rules governing the convening of deliberative bodies and the procedures for managing the union organization;
- The regulations concerning the management of the organization and the procedures for its oversight;
- The rules concerning the organization's accounts and procedures for their audit and approval;
- The rules defining the administrative procedures for dissolving the union organization;
- The regulations concerning the disposition of the union organization's assets upon dissolution (Article 21 of Law No 90-14, 1990).

The union organization is prohibited from including any form of discrimination in its statutes, and any discrimination among its members that infringes upon their fundamental freedoms is strictly forbidden. Membership is acquired by signing a membership form, which must be acknowledged by a receipt issued by the responsible official of the union organization to the member (Articles 22 and 23 of Law No 90-11, 1990).

The assets of the union organization consist of the following resources:

- Membership fees collected from its members;
- Income generated from its activities, provided such income is used solely to achieve the objectives specified in the statutes;
- Possible state subsidies;
- Donations and bequests.

The union organization may only accept donations and bequests that are free of obligations or conditions, except when such obligations or conditions are consistent with the organization's objectives as stipulated in the statutes and in accordance with Law 90-14. Moreover, it is prohibited from accepting donations or bequests from foreign entities without prior approval from the competent public authority, which verifies their source, amount, and compatibility with the objectives outlined in the union's statutes. It must also reject any undue influence that may arise from such donations or bequests (Articles 25 and 26 of Law No 90-14, 1990).

2.2.3 Termination and Dissolution of Trade Union Organizations

Law No. 90-14 stipulates three methods for terminating a trade union organization, as follows:

- **Voluntary Dissolution:** This occurs when all members agree to dissolve the organization and cease its activities. Article 30 of Law No. 90-14 states: "In the event that the members of the trade union, or their legally authorized representatives, declare the voluntary dissolution of their union organization in accordance with the provisions set forth in the statutes."
- **Organizational Dissolution:** This method applies when the trade union's statutes include a condition for termination or specify a fixed duration for the organization's activity. Upon the expiration of the specified period, the union is automatically dissolved.
- **Judicial Dissolution:** A judicial authority may declare the dissolution of a trade union based on a lawsuit filed by the competent public authority or any other interested party. This occurs if it is proven that the trade union is engaged in activities contrary to the law or applicable regulations, or if it acts beyond the scope defined in its internal regulations. The dissolution takes effect from the date of the judicial ruling, even if an appeal is filed (Articles 30 and 31 of Law No 90-14, 1990).

The court may order the confiscation of the dissolved trade union's assets. Members may request the restitution of their property contributions in the condition they were in at the time of dissolution, in accordance with the union's internal regulations. These regulations also specify the procedures for transferring the union's assets in cases of voluntary or organizational dissolution (Articles 32 and 33 of Law No 90-14, 1990).

3. Functions and Role of Trade Union Organizations

Trade union organizations play an essential role in promoting workers' rights and improving their working conditions. This chapter first clarifies the functions of trade union organizations in Section One, then defines their role in Section Two.

3.1 Functions of Workers' Trade Union Organizations

Initially, labor unions mainly exerted pressure on employers to maintain wages and improve working conditions, at a time when the labor market faced a labor surplus and workers accepted employment without any conditions. This perspective is reflected in the statement by Duplon Thomas John, an American administrator and chairman of an American labor committee, who described a labor union as “an organization striving to raise wages to the highest possible level (Nasser, 2009, p. 161).”

However, advances in the scientific study of trade union functions, along with developments in labor relations and societal structures, have demonstrated that the role of trade unions goes beyond defending workers' economic interests. Their functions also encompass the following:

- **Organizational and Educational Role:** The trade union educates workers and promotes cultural activities within the workplace. This contributes to effective enterprise administration and encourages participatory management through recognized educational and informational methods.
- **Psychological Role:** Membership in a trade union instills a sense of identity and belonging in workers, giving them a means to express their aspirations and opinions in pursuit of their realization.
- **Social Role:** The trade union seeks to raise living standards and advocates for improved working conditions and terms of employment.
- **Economic and Material Role:** This includes demanding wage increases, securing and improving compensations and allowances, and ensuring insurance coverage against potential risks and workplace accidents.

Referring to Law No. 90-14, Articles 12 to 20 delineate the rights and duties of trade union organizations, which can be summarized as follows:

- Members of the trade union organization shall enjoy the rights and assume the obligations defined by the applicable legislation and regulations, as well as those stipulated in the organization's statutes.
- Every member has the right to participate in the leadership and administration of the organization in accordance with its statutes, internal regulations, and the provisions of labor law.
- The organization's governing bodies must be elected and renewed in accordance with democratic principles and the foundational laws and regulations governing them.
- No natural or legal person may interfere in the management of the trade union organization, except in cases explicitly provided for by law.
- The trade union organization acquires legal personality upon its establishment, granting it the right to litigate and to exercise the rights conferred upon it before competent judicial authorities, particularly when performing acts within its mandate or when its members' individual or collective material and moral interests are affected.
- The organization has the right to represent its members before public authorities at both the ministerial and regional (wilaya) levels.
- The trade union organization is entitled to enter into agreements related to its objectives and to acquire movable or immovable property, whether gratuitously or for consideration, in order to carry out its activities as provided for in its statutes or internal regulations.
- The right to join international, continental, or regional labor organizations pursuing similar or identical objectives.
- The right to publish bulletins, magazines, informational documents, and other materials related to the organization's goals and principles.
- The trade union organization must obtain insurance covering financial liabilities arising from its civil responsibility for any harm caused to third parties.

From this, it is evident that the functions of the labor union extend beyond professional demands to encompass social, cultural, educational, training, and economic roles, thereby providing workers with a well-rounded quality of life.

3.2 The Role of Labor Unions in Organizing Collective Labor Relations

The right to unionize and to represent workers is a recognized and guaranteed entitlement for all workers. To ensure equality among workers in securing their rights from employers, a union structure that legitimizes the demands being pursued is essential. This legitimacy is reflected in the union's advocacy of lawful and attainable demands.

By virtue of its authority and acquired rights, the union is legally empowered to represent its members before the employer, which constitutes its fundamental purpose. According to Articles One and Two of Law No. 90-14 concerning the exercise of union rights, the law stipulates that union rights apply to all wage workers and employers, safeguarding their material and moral interests.

Accordingly, the role of the union in organizing collective labor relations includes:

- Advocating for the increase of wages, bonuses, and various compensations related to job positions;
- Overseeing improvements in working conditions, occupational safety, hygiene, and medical care;
- Submitting observations to competent authorities regarding draft laws related to social insurance funds concerned with labor relations;
- The competent authorities may consult the labor union to obtain its opinion on any draft law or decision adopted by the state concerning workers.
- Labor unions may participate in national social development efforts aimed at elevating workers' living standards and improving their conditions.
- They are responsible for implementing regulations governing labor relations and overseeing the enforcement of occupational health and safety measures within the employing institution.
- Labor unions contribute to negotiations of collective agreements within the employing institution, thereby ensuring the alignment of workers' interests with those of the institution. They also participate in forming joint committees to study and propose measures aimed at reducing the number of workforce layoffs due to economic reasons.
- The most representative national labor federations must be consulted in matters related to their activities during the preparation of national economic and social development plans by institutions, as well as during the drafting and refinement of labor-related legislation and regulations (Articles 39 and 40 of Law No 90-14 , 1990).
- From the date of issuance of Law No. 90-14 on June 2, 1990, the founding trade union organizations are required to amend their bylaws to comply with the provisions of this law no later than December 31, 1990.

The Algerian legislator has taken deliberate measures to protect trade union representatives, as stipulated in Article 50 of Law No. 90-14, which states: "No one may discriminate against any worker on account of their trade union activities in employment, work performance, task assignment, career advancement, promotion, salary determination, vocational training, or access to social benefits."

Furthermore, Article 51 of the same law provides: "No one may exert pressure or threats against workers in opposition to the trade union or its activities."

In addition, the Algerian legislator grants special protection to trade union representatives in cases of arbitrary actions by the employer, particularly when workers are referred to a disciplinary council because of their trade union activities. Article 53 of Law No. 90-14 explicitly states: "The employer may not impose dismissal, transfer, or any disciplinary sanction on any member of the executive leadership of the trade union because of their trade union activities."

If a trade union representative fails to fulfill their professional duties, the employer may initiate disciplinary proceedings, provided the trade union is properly notified. Offenses related to trade union activities are the responsibility of trade union organizations.

The procedures for imposing disciplinary sanctions on trade union representatives are the same as those for other workers and are subject to administrative and judicial review. The labor inspector may request that the employer reinstate the trade union representative or workers' delegate if they were arbitrarily dismissed. If the employer fails to comply within eight (8) days, the inspector must document the case and notify the competent judicial authority, which must issue a final ruling within sixty (60) days, regardless of any objections or appeals.

The trade union representative remains protected under these provisions for one year following the end of their trade union mandate (Articles 56 and 57 of Law No 90-14 , 1990).

4. Conclusion

Trade union freedom exists as a public right which both national and international laws protect. The defense of workers' interests through collective bargaining forms a fundamental component of trade union rights because it uses legal methods to protect these rights. The constitutional protection which grants workers the right to strike stands as one of the most important aspects of trade union rights. The legal execution of this right requires fulfilling specific conditions which safeguard both employees and employers.

The one-party system made trade union rights non-existent because the General Union of Algerian Workers was the sole union authorized under existing laws. The 1989 Constitution brought both political pluralism and trade union pluralism when it was adopted. Under the new system workers gained complete freedom to create different trade unions which public authorities cannot interfere with as long as members and union activities follow trade union regulations.

Discrimination against workers based on political affiliation is prohibited, as is any form of coercion, threat, or punitive action by the employer due to union activity or views. Any disciplinary action taken against a worker for union activity is considered void unless it is based on a serious offense committed in the course of that activity.

Moreover, Law No. 90-14 allows the formation of trade union organizations within workplaces. Employers are required to permit these unions to carry out their legally authorized activities freely and to provide the necessary means for holding meetings and posting informational materials in designated areas. Employers are prohibited from hindering the free exercise of trade union activity. The law outlines penalties for violations, including fines or imprisonment, depending on the seriousness of the offense, as stated in Articles 58 to 61 of Law No. 90-14.

Within this framework, we propose several recommendations to enrich the topic and address observed shortcomings:

- First, to move away from centralized management of workplaces by granting management rights to trade unions elected by workers in economic enterprises, based on freedom of contract and collective agreements.
- Second, to reduce the dependence of workplaces on state policy and instead subject them to economic principles rooted in the freedom of enterprise, within a balanced approach that considers both workers' rights and those of employers.
- Third, to clearly define and regulate collective labor disputes and clarify the trade union's role in resolving them, whether through the labor inspectorate or the competent judicial authority.
- Fourth, to align labor laws with international conventions, especially those ratified by the state, and to urge all countries to strictly adhere to these conventions, along with national laws and regulations governing labor relations.
- Fifth, to provide regular training for trade union members to improve their understanding of the boundaries of cooperation between unions and employers, ensuring mutual respect for each party's authority.

Ethical Considerations

Only publicly available comments were analysed. Usernames and identifiable information were not recorded. The study followed digital ethics guidelines to protect individuals from harm and ensure data confidentiality.

Acknowledgement

The researcher extends gratitude to Lecturer Class A, Blida 2 University – Lounici Ali, Laboratory of Law and Real Estate for academic support and guidance.

Funding. This research received no external funding.

Conflict of Interest. The author declares no conflict of interest.

—

References

Books

1. Ben Nasser, B. A., 2009. A concise explanation of Algerian labor law: Book one – Introduction to Algerian labor law. Dar El Khaldounia, Algiers.
2. Bassiouni, M. S., 2003. International documents concerning human rights: Volume one – Global documents. Dar Al Shorouk, Cairo.
3. Zaki, M. G. E. D., 1982. Labor law. 2nd ed. Egyptian General Book Organization Press, Cairo.

Website

4. Abou Bajma, H., 2009. Collective labor relations in international standards. Labour Studies Weebly. [online] Available at: <http://labour.weebly.com/uploads/6/1/4/9/6149309/collective.pdf> [Accessed 4 Jul. 2020].

Thesis

5. Chetibi, H., 2010. The labor union movement at the Algerian university. Unpublished Master's Thesis. Faculty of Law and Political Science, Mentouri University, Constantine.

International Conventions

6. International Labour Organization (ILO), 1948. Convention on Freedom of Association and Protection of the Right to Organize, adopted 9 July 1948, entered into force 4 July 1950.
7. International Labour Organization (ILO), 1949. Convention on the Right to Organize and Collective Bargaining, adopted 1 July 1949, entered into force 18 July 1951.
8. International Labour Organization (ILO), 1964. Convention on Employment Policy, adopted 9 July 1964, entered into force 15 July 1966.
9. International Labour Organization (ILO), 1978. Convention on Labour Relations in the Public Service, adopted 27 June 1978.
10. International Labour Organization (ILO), 1991. Convention on Workers' Representatives, adopted 23 June 1991, entered into force 30 June 1996.
11. International Labour Organization (ILO), 1998. ILO Declaration on Fundamental Principles and Rights at Work, adopted 18 June 1998.

National Labor Laws

12. Constitution of Algeria, 2020. Constitution of 30 December 2020. Official Journal, No. 82.
13. Government of Algeria, 1990. Law No 90-02 of 6 February 1990 on the Prevention and Settlement of Collective Labor Disputes and the Exercise of the Right to Strike, Official Journal No. 6, 7 February 1990, amended by Law No 91-27 of 21 December 1991, Official Journal No. 68, 25 December 1991.
14. Government of Algeria, 1990. Law No 90-11 of 21 April 1990 on Labor Relations, Official Journal No. 17, 25 April 1990, amended and supplemented by Law No 91-29 of 21 December 1991, Official Journal No. 68, 25 December 1991.
15. Government of Algeria, 1990. Law No 90-14 of 2 June 1990 on the Modalities of Exercising the Right to Unionization, Official Journal No. 23, 6 June 1990, amended by Law No 91-30 of 21 December 1991, Official Journal No. 68, 25 December 1991.
16. Government of Jordan, 2000. Jordanian Labor Law No 183 of 24 May 2000.