

# **Social Dialogue in the Era of Neoliberalism:**

## **An Empirical Study of Small Enterprises' Workers in Fayoum City<sup>(\*)</sup>**

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### **Abstract:**

The present study aims to detect the availability of different indicators of social dialogue and social relations among small enterprises' workers in the era of neoliberalism. These indicators include the negotiation about wages and hours of work, workers participation in decisions regarding enterprise performance and problems, as well as the presence of representatives of the workers to defend their interests, workers membership in trade unions and workers associations, besides the ability of workers to organize and bargain collectively in order to obtain their rights. The study also aims to reveal the nature of the informal social relationships among workers on the one hand, and between them and the employer on the other hand. A social survey was conducted to collect data from (200) small enterprises' workers in Fayoum City using questionnaire, taking into account the diversity of activities of these enterprises in three economic sectors: trade, services, and industry. The study found that there is a deficit in some aspects of social dialogue, as almost all workers don't have membership in associations and trade unions, and the majority of them have no representative to defend their interests within the enterprise. Moreover workers lack the ability to organize and collective bargaining. However, there are good informal social relationships in the workplace which is evident in the lack of conflicts among workers, or between them and the employer, as well as mutual participation in social events, and support in contingencies.

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(\*) This research is extracted from a PhD in Sociology presented by the researcher about "Decent Work in the Era of Neoliberalism: An Evaluative Study of Small Enterprises' Workers in Fayoum City", Department of Sociology, Faculty of Arts, Fayoum University, Egypt. 2015.