

Approaches to Conflict (Employees and Employers)

Approaches to Conflict	What is it?	When does it work? + Pros	When does it not work? + Cons	Example
<u>Collective bargaining</u> (employees & employers)				
<u>Work-to-rule</u> (employees)				
<u>Strike action</u> (employees)				
<u>Threats of redundancies</u> (employers)				
<u>Changes of contract</u> (employers)				
<u>Closure and Lockouts</u> (employers)				

Conflict Resolution / Avoidance Methods Strength and Weaknesses

Method of Conflict	What is it?	Pros + Works best when...	Cons	Example

Resolution				
<u>Employee participation and industrial democracy</u>				
<u>No-strike agreement</u>				
<u>Single-union agreement</u>				
<u>Conciliation</u>				
<u>Arbitration</u>				