

Topic 4 – Employment Relations Unit 5 – Industrial Disputes

- The various types of Industrial action include:
 - Overt
 - § Lockouts
 - § Pickets
 - § Bans
 - § Strikes
 - Covert
 - § Exclusion from decision making
 - § Labour turnover
 - § Sabotage
 - § Absenteeism
- Overt action is action undertaken that is clearly visible. Covert action is secretive, hidden forms of industrial action which may be undertaken by both employers and employees.
- **Industrial conflict** is simply the disagreement between employees and employers.
- **Causes of industrial disputes** include:
 - Bad management policy
 - Poor physical working conditions
 - Political and social issues
 - General working conditions may not be suitable.
- Over the years, it is a known fact that industrial disputes have been dramatically decreases, due to a realisation in business that ER is a very vital aspect of the business operations.

Industrial conflict involves measures taken because of dissatisfaction with the existing **Management** employee relationship.

Causes of industrial conflict include **wage demands**, **working conditions**, changes in **management policy** or the desire to achieve **social** or **personal** goals.

There are many types of industrial action. **Overt** action, or highly visible action includes **strikes**, **pickets**, **lockouts**, **bans** and **work to rule**. Less obvious **covert** action includes **absenteeism**, **sabotage** and **staff turnover**.

Resolving industrial disputes will involve a number of **stakeholders** with specific interest in the disputes. These include **employees**, **employers**, **unions**, **employer associations** and agencies such as the **AIRC** or in NSW, the **Industrial Relation Commission**.

Processes used in resolving disputes include **conciliation** where the disputing parties are encouraged to reach an agreement. If this does not work, **arbitration** or a court order decided the outcome is used. This decision is legally **binding** on all parties. **Grievance** procedures allow **negotiation** to take place in a formal framework.

It is difficult to measure the **costs** and **benefits** of a dispute. Costs and benefits can be **social**, where individuals are affected of **political** where a whole community is affected.