

ALTERNATIVE DISPUTE RESOLUTION

TOPIC 1 – INTRODUCTION

1. Conflict, grievances and disputes
2. Dispute resolution processes
3. Dispute resolution institutions

Background information:

- ADR was of importance in the drafting of the LRA – previous methods were long, costly and filled with legal technicalities
- Suitable methods to address disputes were needed
- One of the primary purposes of the LRA is to provide a framework in which employees can collectively bargain on terms and conditions.
- S1(d) LRA – promote orderly collective bargaining and effective resolution of labour disputes.

Conflict:

- **Inherent in all human interactions**
- Exists due to difference between humans
- Approached in different ways; avoidance, accommodation, compromise (trade off), competitive (opposite of compromise), partnership (commitment to seeking mutually beneficially solutions).

Conflict: Nature of conflict –

- **Between two or more parties over perceived difference over values or goals, scarce or controlled resources. (aka power struggle)**
- Occurs at all sectors of the work place.
- Avoidance is the most commonly used.

Conflict: Causes of conflict –

- **Misperceptions**
- **Structural constraints**
- **Access to resources**
- **Ideologies or cultures**

Handbook Of Alternative Dispute Resolution

Clemens Wendtner



Handbook Of Alternative Dispute Resolution:

Adopting the Track of Expression: An Mental Symphony within **Handbook Of Alternative Dispute Resolution**

In some sort of taken by displays and the ceaseless chatter of quick transmission, the melodic elegance and mental symphony created by the written term frequently disappear in to the backdrop, eclipsed by the persistent noise and interruptions that permeate our lives. However, situated within the pages of **Handbook Of Alternative Dispute Resolution** a wonderful fictional prize brimming with natural emotions, lies an immersive symphony waiting to be embraced. Constructed by a wonderful composer of language, that charming masterpiece conducts visitors on a psychological journey, well unraveling the hidden songs and profound affect resonating within each carefully crafted phrase. Within the depths of the emotional evaluation, we shall discover the book is key harmonies, analyze its enthralling writing type, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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