

UČIONICA

INDUSTRIAL ACTION - PROTESTIRANJE RADNIKA

With the economic crisis continuing its impact on the European economy, every month brings more news of strikes and other industrial action aimed at getting employers, as well as governments to do more to ease the deepening crisis. If you are listening to, watching or reading in English the stories in the news about struggles for workers' rights, the vocabulary examples and exercises from this lesson might help you to understand the topic better.

In the introduction, strike and industrial action were mentioned, the latter often being used as a synonym for strike. Industrial action is, however, a much broader term. It refers collectively to any measure taken by trade unions or other organised labour to reduce productivity in a workplace and thus to force an employer to agree to something. Lower productivity may not only be a result of the refusal to attend or perform work, but also of various actions in which employees, while at the workplace, work in a manner different from the customary manner.

A. Below are various forms of industrial action. Match the term with the definition.

1. Strike...
2. Work ban...
3. Go slow...
4. Picketing...
5. Secondary boycott...
6. Overtime ban...
7. Work-to-rule...
8. Sit-down strike...

a. involves employees taking their work responsibilities very literally, following safety and other regulations precisely and not doing more than the minimum required by their contracts.

b. is usually, but not always, organised by a union. It is a work stoppage caused by the mass refusal of employees to perform all work, not just selected duties.

c. is often carried out by a union, which arranges with or forces a third party, usually a supplier, contracting party or financier, to withhold its supply of goods until the union's demands are met.

d. involves employees deliberately working slower in order to delay production or work flow.

e. is when employees take possession of the workplace and refuse to leave their stations.

f. is when employees refuse to work overtime or for additional hours of work apart from their normal working hours.

g. involves employees refusing to do certain types of work or refusing to work with particular management, employees or other third parties.

h. involves the physical presence of workers outside a workplace, where they may try to discourage or prevent people or things from entering or leaving the workplace.

Key: 1b, 2g, 3d, 4h, 5c, 6f, 7a, 8e

B. Read the following guide to calling industrial actions in Britain and underline the word that best completes each sentence.

Calling industrial action

Industrial action happens when trade union members are in a (1) disadvantage/dispute with their employers that cannot be solved through (2) negotiations/negligence.

A trade union can only call for industrial action if a (3) majority/minority of its members involved support it in a properly organised postal (4) voucher/vote called a (5) balloon/ballot. Trade union members have the right to vote in (6) favourite/favour or against industrial action. They can also choose not to take part in industrial action and they cannot be (7) disciplined/disabled for their decision by their union.

Before organising a ballot, a union must determine which members are affected by a dispute and will therefore be asked to take industrial action. Trade union members and the employer must be informed by a trade union official or (8) cabinet/committee when and how this action will be taken.

Key: 1. dispute, 2. negotiations, 3. majority, 4. vote, 5. ballot, 6. favour, 7. disciplined, 8. committee



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Lekcija 40. INDUSTRIAL ACTION

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