



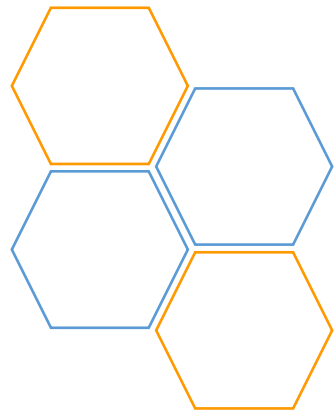
Conflicts in the context of digitalization and digital skills

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Types of labor conflicts



Types of labor conflicts. Forms of manifestation:

(a) depending on the number of participants:

- individual conflict
- collective conflict

(b) depending on the causes:

- regarding rights;
- regarding interests;

(c) according to the content:

(d) according to the form of organization:

- conflicts organized in accordance with legal requirements;
- conflicts developing outside the legal framework;

(e) according to the form of manifestation:

- latent (hidden) forms of protest: passive resistance, work without enthusiasm, etc.
- overt (open) protest: organized form of manifestation

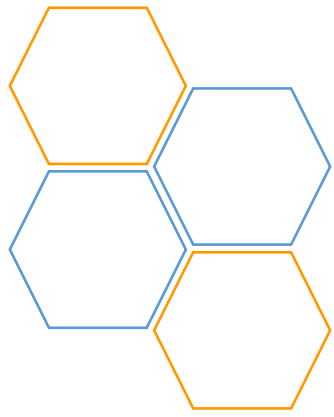
IN CONFLICT

(Un)real conflicts

- Conflicts of values
- Relationship conflicts
- Information conflicts

Real conflicts

- Conflicts of procedure
- Conflicts of interest
- Structural conflicts



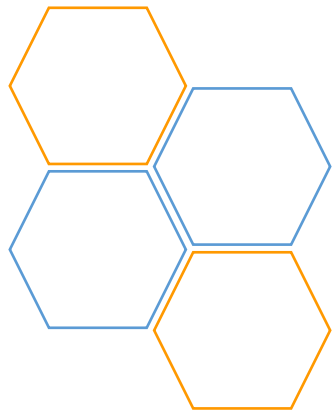
THE DIGITAL WORLD CAN ALSO SET SUCH TASKS



- Look at the words and say the COLORS of the words
-

YELLOW,
BLUE, ORANGE, BLACK,
RED, GREEN, PURPLE,
YELLOW, RED, ORANGE, GREEN, BLACK, BLUE, RED,
WHITE

How to deal with conflicts?

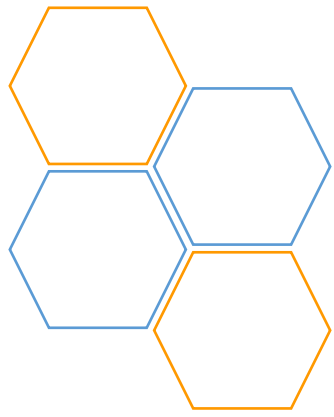


STRATEGY FOR PEACEFUL SETTLEMENT OF CONFLICTS:

- ✓ based on the "win - win" negotiation approach;
- ✓ emphasizing interests rather than positions in the negotiation process;
- ✓ introducing rules for conducting the procedure, for which the parties have given their consent;
- ✓ preventing aggressive behavior;
- ✓ helping the parties express their feelings and opinions without interfering in the process;
- ✓ supporting the independent decision making of the parties to the dispute.

DIGITALIZATION, DIGITAL SKILLS AND:

- Working conditions;
- Work organization;
- Remuneration;
- Task distribution;
- Attestation and evaluation;
- Distribution of equipment and resources;
- Choice of workplace





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European Federation
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and Woodworkers



ÉVOSZ



ΠΑΝΕΛΛΗΝΙΑ ΕΝΩΣΗ ΔΙΠΛΩΜΑΤΟΥΧΩΝ
ΜΗΧΑΝΙΚΩΝ ΕΡΓΟΛΗΠΤΩΝ ΔΗΜΟΣΙΩΝ ΕΡΓΩΝ

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КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

Thank you
for your attention!