**FNP**

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**PICKETING**

An act by workers of standing in front of or near a workplace to call attention to their grievances, discourage patronage, and, during [strikes](https://www.britannica.com/topic/strike-industrial-relations), to discourage strikebreakers. Picketing is also used in non-work-related protests.

The purpose of the picket is to peacefully encourage non-striking employees and members of the public to oppose a lock-out or to support strikers involved in a protected strike. The nature of that support can vary. It may be to encourage employees not to work during the strike or lock-out. It may be to dissuade replacement labour from working. It may also be to persuade members of the public or other employers and their employees not to do business with the employer.

**STRIKE**

A [collective](https://www.merriam-webster.com/dictionary/collective) refusal by employees to [work](https://www.britannica.com/topic/work-economics) under the conditions required by employers. Strikes arise for a number of reasons, though principally in response to:

* economic conditions (defined as an economic strike and meant to improve wages and benefits)
* or labour practices (intended to improve work conditions).

Other strikes can stem from sympathy with other striking unions or from jurisdictional disputes between two unions.

Illegal strikes include [sit-down strikes](https://www.britannica.com/topic/sit-down-strike), [wildcat strikes](https://www.britannica.com/topic/wildcat-strike), and partial strikes (such as slowdowns or sick-ins). Strikes may also be called for purely political reasons (as in a [general strike](https://www.britannica.com/topic/general-strike)).

The decision to call a strike does not come easily, because union workers risk a loss of income for long periods of time.

Ref:

<https://www.worklaw.co.za/SearchDirectory/Codes_Of_Good_Practice/picketing.asp>

<https://www.britannica.com/topic/strike-industrial-relations>

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