Conflict issues matter: how conflict issues influence negotiation
Harinck, S.

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Appendix A:

Manipulation of the Conflict Issue in the Participants' Instruction

Resource Conflict

Instruction Lawyer
You have been doing this job for quite a while, but you are still not allowed to do the really interesting cases. Your superiors are satisfied with your work and they show interest in what you are doing. They have let you know that if you manage to get monetary fines in these cases, they will let you handle the cases you like best. If you get monetary fines for these offenders, you can see forward to a nice promotion and a raise in salary.

Instruction District Attorney
You have been doing this job for quite a while, but you are still not allowed to do the really interesting cases. Your superiors are satisfied with your work and they show interest in what you are doing. They have let you know that if you manage to get jail penalties in these cases, they will let you handle the cases you like best. If you get jail penalties for these offenders, you can see forward to a nice promotion and a raise in salary.

Intellectual Conflict

Instruction Lawyer
Monetary fines are more effective than jail penalties or alternative sanctions. Monetary fines influence directly how much money people can spend. Especially poor people are very much affected by this type of punishment. Furthermore, scientific research shows that jail penalties are not effective, there are no differences in recidivism rates between
long or short jail penalties or fines. Besides, there is a chance that minor offenders in jail get in touch with real criminals, and enter the crime scene after the jail penalty. Shortly, your clients and society do not profit from jail penalties, but a monetary fine will reduce the likelihood of recidivism.

**Instruction District Attorney**

Jail penalties are more effective than monetary fines or alternative sanctions. When you really want to prevent that people break the law again, then temporary incarceration is the most effective method. It gives offenders time to think about their behavior and they have to realize that the society does not accept their behavior. Monetary fines have less influence. The offender looses some money, but can carry on with his normal life. The insight that the offender's behavior has to change is less clear by in case of a monetary fine than in case of temporary incarceration.

**Evaluative Conflict**

**Instruction Lawyer**

Jail penalties are more unjust than monetary fines or alternative sanctions. The penalty must be in balance with the offense committed and a jail penalty is too harsh a punishment for the offenses that have been made. It is no fun at all to be in prison. There are rankorders among prisoners and prisoners run the risk of being a victim of violence or rape. Your clients' offenses did not physically harm any other person, so it is not just to expose your clients to the harsh circumstances in a prison.

**Instruction District Attorney**

Jail penalties are more just than monetary fines or alternative sanctions, in the eyes of the victims and society. It is hard to explain to victims of offenses that the offenders can go off freely with a fine, whereas the victims themselves can suffer from the consequences for a much longer period. The offenders harmed the victims and they have to be punished for that somehow. Nowadays, prisons are well-organized institutions in which inmates are treated well, and they can work or study. The old image of prisons as cold and dirty is no longer valid. Offenders can serve their sentences in jail in a reasonable way, without avoiding punishment.