



**PSEAP**

Polskie Stowarzyszenie  
Ekonomicznej Analizy Prawa

**VIII Cykl Seminariów PSEAP**

Spotkanie nr 8/2014/2015

06.05.2015

**STRIKE ACTION POLICY AND PROCEDURES IN GAME THEORY  
PERSPECTIVE  
(POLSKIE INSTYTUCJE REGULUJĄCE STRAJKI ZWIĄZKÓW ZAWODOWYCH  
W ŚWIETLE TEORII GIER)**

Jacek LEWKOWICZ  
(Uniwersytet Warszawski)

Streszczenie

The main aim of trade unions is to protect employees' interests against employers. Strike actions are a form of legalized mass refusal of employees to work. This method is being used to force some claims linked with working conditions or even to pressure governments to change policies.

As long as trade unions are heterogeneous and country-specific, formal institutions that regulate strike actions, have to be analyzed in a particular legal context. Polish labor law on collective disputes provides several strict rules. These regulations refer i.a. to the following aspects: procedures necessary to start a strike, people allowed to participate, time frames of strike, employees' and employers' rights, remuneration, social benefits issues, and strike funds. Basing on general assumptions, a bargaining model is developed. Economic analysis of strike action procedures enables to propose employer's and trade union's best strategies and to find the equilibrium.

The application of game theory to Polish legal institutions environment, that determines strike actions, is conducted in order to propose formal recommendations for labor market actors behavior. Additionally, conclusions from this article may be useful for policymakers to evaluate or design valid legal rules.