

Excerpt

Parisa Bayat – The Right to Strike and the Strike Fund

The right to strike, a fundamental pillar of industrial democracy, is a potent instrument for equalizing bargaining power between labor and management. As succinctly articulated by Sidney Webb and Beatrice Webb in their seminal work, *Industrial Democracy*, it is the "ultimate weapon of the workman." It empowers employees to collectively demand improvements in wages, benefits, and working conditions, counterbalancing the employer's inherent control over the workplace. Central to the effectiveness of strike action is the strike fund. As Peter Drucker observed in *The New Society*, it functions as the union's "bank account," providing a financial safety net for workers during industrial action. By mitigating economic hardship, the strike fund preserves the workforce's capacity to sustain the strike, thereby strengthening the union's bargaining position and in conclusion financial support, longevity of strikes, negotiation leverage and solidarity and unity.

References:

Drucker, P. F. (1950). **The New Society**.

Webb, S., & Webb, B. (1902). **Industrial Democracy**.