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## Investigating social factors affecting labor conflicts in the first Pahlavi period

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### Detailed Abstract

#### Introduction

Industrial relations and labor conflicts are essential in managing societies in the contemporary period. Since labor is one of the most important actors in the industrial sector, paying attention to their relationships with other industrial actors can play a significant role in understanding macro changes in society.

The period of Reza Shah is considered an influential period in the contemporary history of Iran. These effects can be seen in different fields. One of these areas is the industry and industrial relations system. In this period, the industrial relations system was gradually being formed, and this system, which had emerged in Iran since the Qajar era, was taking a new form. Industrial relations actors (laborers, employers, and the government) have a decisive role in society. Employers drive the country's economy, and industrial production depends on their capital. Industrial production also depends on the labor force of laborers. Since laborers are one of the most critical actors in industrial relations, paying attention to their relationships with other industrial actors can play a significant role in understanding societal macro changes. Therefore, getting to know this stratum's formation and evolution process requires comprehensive research, which this research tries to do.

In Iran, only some studies have been conducted on industrial relations. Authors and researchers in this field have only limited themselves to defining industrial relations and expressing a few concepts close to industrial relations and have neglected to provide analytical relationships between variables. Although few studies have been conducted on industrial relations, especially labor conflicts in Iran, these few studies also indicate that industrial relations in Iran have been disturbed in different periods, and there are many labor conflicts.

There are various theories about industrial relations and labor conflicts. Based on the system approach, every group is composed of interdependent components that are interrelated and at the same time affect and are affected by the environment. The industrial relations system is an open system with a relationship with its environment and other systems. Finemore's industrial relations system is based on an open systems model that traces the links between the environmental factors that affect industrial relations actors and their goals and power bases, as well as the structures and procedures established to institutionalize and control conflict. The possible results of these processes are also included in the model, which feeds back to the environment and creates a continuous dynamic system.

Chalabi mentions social disorders that endanger social order. The emergence of social disorder affects other parts of the society. Social order/disorder can play an essential role in industrial relations. By combining Finemore's industrial relations model and Chalabi's model of social disorders, we can achieve a model that explains the labor conflicts in Reza Shah's period.

The research hypothesis is presented as follows: All kinds of social disorders in society seem to intensify labor conflicts.

#### Purpose

Labor conflicts are an interdisciplinary topic that is placed in the field of industrial sociology. Labor conflicts in different periods of Iran require extensive research. This research aims to study labor conflicts in industrial relations during the first Pahlavi period. The researcher hopes to reduce the existing research deficiencies in the field by

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identifying the factors affecting labor conflicts in the Reza Shah period and help researchers and policymakers in the labor field to accurately understand the context and content of labor conflicts and industrial relations and discover practical and effective solutions.

### **Methodology**

We used the historical study method to understand the historical background of labor conflicts and their emergence over time. Historical research uses documents to explain the general and typical characteristics of historical phenomena and events and the reasons for their occurrence. Finally, according to the theoretical foundations of the research, an effort was made to provide a model for this course. The documentary method was used to collect information and data. Available books in this field, library archival documents, theses, and articles were among the sources used. The process was such that about 120 sources related to the research were first collected. Because some sources were first-hand sources, they were scientific and detailed documentation, and 27 books and articles were selected from other sources and used.

### **Results**

The research findings indicate that the number of industrial laborers is gradually increasing in this period. Despite wage increases in some factories, the general wages of industrial laborers remain low. The job security of the laborers could be improved. Although in some factories, the working environment conditions have relatively enhanced, and the working hours have decreased in some of them, the laborers do not have a good welfare state. Also, the labor law was not approved during this period, and there were no significant collective agreements. On the other hand, labor unions and labor movements are severely suppressed, and this has caused a relative decrease in protests and strikes.

### **Conclusion**

The research results showed that normative, relational, symbolic, and distributive disorders affected the industrial relations of this period. Despite achieving some agreements and collective agreements, most conflict resolution processes still need to succeed. The government's centralism in all fields has caused protesting and striking workers to be arrested by the government and sentenced to prison, strikes and labor gatherings have been disrupted, and the labor exemplary system has been established. The inefficient and incomplete industrial relations system has caused employers to retrench and fire striking and protesting laborers. All these factors have caused the laborers to become alienated from their work and their work product and sometimes to engage in secret and underground activities.

**Keywords: Labor conflicts, First Pahlavi period, social disorders, employer, labor**