A Phenomenological Study of Lived Experience of Worker' Strike (Case Study: Workers of Copper Complex of Shahr Babak)

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Abstract--- Industrialization of societies has given rise to new social relations among the actors and as a result, numerous social problems and issues have followed. The phenomenon of workers' strike is of a social and economic nature and is the result of industrial transformation and conflict between the actors. To study this phenomenon, one needs not only to pay attention to the general economic and social conditions rather to the intentions, thoughts and mentalities of the actors too. Then, in this study we struggle to understand the lived experience of workers of strike and explore their experiences of this social event as well as the related issues and challenge of strike in general. The method of present study is qualitative and its strategy is phenomenology. The data have been gathered through the technique of semi-structured interview. The participants in this study have been chosen using the method of purposeful sampling from among the workers of Copper Complex of Shahr Babak who had experienced strike in past years. For analysis of data and excavation of main and secondary themes, we have made use of Colaizzi's seven-leveled method (1978). The analysis of the lived experience of workers' strike led to the identification of 11 main themes: motivating derives, cognitive interpretation, perspective of strike, perspective of family, justification and legitimization of strike, strategy of action, type of action, forms of strike, individual reactions/ third group, individual and social challenges, and individual and social outcomes. Exploration of experiences of workers of strikers has shown that they have taken part first in the strike under the influence of motivational-economic-vocational and social-psychological stimuli but in the course of strike, such cases as cognitive interpretation, type of perspective, type of justification and legitimization, reactions of third person and group as well as individual and social challenges conduct the process and quality of activity and protest of these workers and finally lead to individual and social outcomes. The understanding acquired through the lived experience of workers' experience can facilitate the management of this phenomenon in the society.

Keywords--- Phenomenology, Lived Experience, Strike, Workers, Shahr Babak.

I. INTRODUCTION

Problem Statement

As to developed societies, it is said that movement towards capitalism in them not only has created a great number of people who due to their access to the production tool (capitalists) or their own work force (workers) have become united rather they have created specific systems of social relations that facilitate the emergence of an internal solidarity between

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these groups and their changing into collective players. Working class due to a range of structural factors has been the main player in conflicts of industrial society and these factors of identification have strengthened this social player as well as his internal consistency (Delaporta and Diani, 2011: 52).

On the other hand, sociology considers the working class to include those individuals who are working in blue collar jobs (Milles, quoted from Cresto, 2016). The significant element in classification of workers is the scale of skill. High ranking workers are the skilled workers who are superior to other blue-collar workers in other positions in terms of their income, work conditions and vocational security. Lower ranking workers are composed of those semi-skilled workers who are of comparatively lower income and vocational security (Giddens, 2006: 253). The point is that there is a continuous struggle among workers and employers over their interests. This struggle and conflict has its origin in work relations and capital and indeed reflects the class difference. In this field, strike, as one of the forms of protest, represents the scope of industrial clash and a path for expression of dissatisfaction of workers, particularly in industrial societies. Although striking workers express their dissatisfaction with the status quo through their act of strike in a controlled way (Tavssoli, 2003: 112-115), ever-increasing expansion of the wave of workers' strikers has had cultural, social and economic negative outcomes including the fall of investment, fall of production, increase of costs of production, fall of efficiency, increase of unemployment rate, fall of economic participation rate.

According to Hajiani (1994), strike is the result of the conflict between the existing elements and players in the factor and in order to study this social phenomenon not only we need to take the influential economic and social conditions of the whole industry into account rather we have to heed the intentions, thoughts and mentalities of the players either. To put it otherwise, study of those social phenomena that are based on collective behaviors as well as the general social variables does not provide the sufficient answer and we need to pay attention to such cases as quality of social relations, mentalities, notions and intentions of the elements of a social system.

In recent years, protest and strike of workers of Shahr Babak of Kerman Province have become manifested in different forms including reducing working hours, cutting the work cycle (for proving their role in production), damaging the machinery, gathering in the internal site of the factory, gathering in praying house, occupation of factory and prevention from entrance and exit of workers, strike outside the factory, e.g. barricading the high ways, gathering before the governmental offices and the Governor's Office, damaging public places inside the city and so on and so forth. When we look this phenomenon at Shahr Babak with our own eyes, we see that the low wage is the source of these strikes that even in the form of gathering can result in chaos. But when we enter the mind of the striking workers and try to see the situation from their own perspective, we might see that in addition to low income the sense of injustice triggers those strikes. Then for a heuristic study and for revelation of the new ignored meanings of the phenomenon of strike, we have to pay attention to the lived experience and study of life world of the actors and this requires a description of meanings of lived experience of numerous individuals who are involved in the strike through the strategy of phenomenology.

Conceptual Definition of Words

Strike

According to Giddens, "Strike means temporary shutdown of work by a group of staff for the sake of expression of a complaint or imposing a request". Strike is a form of conflict and struggle for uncovering a complaint or insistence on a request and refers to a collective action and in it, an action is taken against the employers (Giddens, 2006: 544).

Lived Experience

Erlebnis (Lived Experience) as a term used by Dilthey refers to an immediate and present experience of something; an experience in which there is a union and identity between the knower and the known, the experiencer and the experienced.

Dilthey believes that in human sciences, Erlebnis as an immediate experience rules. His ideas in this regard have been put into words in the following short renowned sentence: "We explain the nature but we must understand human being" (Palmer, 1998: 134-136).

Phenomenology

The term phenomenology as used by Husserl refers to description, discovery and analysis of phenomena (Miller and Brewer, 2003: 227). It describes the meanings of lived experiences of different people of one special concept or phenomenon (Creswell, 2012: 79).

Background

As to the sociological study of workers' strike in the world and Iran, one can refer to such cases as research and analysis of Niocolas Pohl (2018) entitled "Political and Economic Factors Influencing Strike Activity during the Recent Economic Crisis: A Study of the Spanish Case between 2002 and 2013", Marc-Antonin Hennebert and Marcel Faulkner (2017) entitled "Are Strikes Still a Tool for Union Action?", John T. Addison, Paulino Teixiera (2017) entitled "Strikes, Employee Workplace Representation, Unionism, and Trust: Evidence from Cross-Country Data", Logo Movalimo Vincenta and Gichinga Lucib (2017) entitled "Factors Influencing Industrial Unrests in Governmental Sector in Kenya (A Case Study of Public Hospital of Coastal Provinces)", Wahyu Leksono , Ari , Vhalery, Rendika & Hartono, Darwin (2018), The Factors That Affect Working Strike Action, KAUFMAN, BRUCE E(1983), The Determinants of Strikes Over Time And Across Industries, Green and Robertson (2010), "Politics, justice and the new Russian strike", K. Zehenksing (2013), "Chinese Workers' View of Strike", Hajiani (1994), "Sociological Study of Workers' Strike", Khosrowani (2018), "A Study of Influence of Structural Factors of Production on Emergence of Workers' Protests in Arak City", Budaqi et al. (2016), "Influential Factors of Workers Crises", Bordbar and Ibrahimzadeh (2019), "Influential Factors of Creation of Tension and Chaos among the Nurses (Case Study: Governmental and Private Hospitals of Yazd Province)", Ashkezari (2018), "A Study of Influence of Social Networks on Workers' Communities and Their Role in Emergence of Strike and Dissatisfactions among Workers of Yazd Province", Salehi (2004), "A Study of Factors Influencing Workers' Tensions", Abdi et al. (2009), "Factors Influencing Workers' Protests of Yazd Province between 2002-2006", and Golparvar et al. (2016), "A Study of Developments of Workers' Actions in Kerman Province and Their Influence on Security (Case Study: 2012-2016).

II. LITERATURE REVIEW

- **Strike**

Strike   is a temporary work stoppage effected by one or more groups of workers with a view to enforcing or resisting demands or expressing grievances, or supporting other workers in their demands or grievances".(Pohl, 2018 : 22) Strike is the last resort of workers in order to force the industry to accept their welfare requests or extra wages for their work so that the industry gets benefitted from them (Wahyu, Leksono, Vhalery & Hartono, Darwin, 2018: 89).

- **Views related to Industrial Conflict**:

Industrial conflict refers to the relation of owners of industries and industrial managers with workers and is concerned with forms of conflict and its sources. Conflict is in different forms including absence from work and can take place in the form of collective actions and strikes. As to the sources of industrial conflict, different explanations have been offered. Some schools like that of human relations believe that the cause of industrial conflict should be sought for in the failure of industry in uniting the workers in the form of a community who support each other. Accordingly, conflict between managers and workers can be avoided. Some others like Ralph Darndorv believe that conflict is unavoidable. He believes

that there is always conflict between those who have authority and those who lack such an authority. Many Weberian sociologists trace the roots of this conflict back to the conflict of economic interests, because interests of workers and managers are against each other. Marxists also contend that work in capitalist system is of an oppressive nature. Generally speaking, theories of conflict can be classified in three groups of theories of profession and collaboration, theories of exploitation and conflict and theories of legitimacy and market (Tavakkoli Khomeini, 2013: 5). The perspective focused on profession and collaboration does not consider conflict to be an inherent feature of the system and thus it has a positive view of the latter. Therefore, it considers strike to be a destructive phenomenon that results in chaos. The proponents of this perspective believe that every phenomenon that destroys existing stability and order represents a disorder and deviation. Then, as a result, we have suppress strike as a deviation. The perspective highlighting exploitation and conflict considers the status quo as a disorder and deviation. Then, conflict with it is allowed through strike, because strike is a step towards the fall of that deviation. According to legitimacy and market perspective, emergence of strike might be of influence in strengthening the status quo, creation of balance and protection of society. Emergence of conflict and strike instead of being destructive is a means for creation of balance and order (ibid: 151-152).

Research Hypotheses

Use of every type of theory or hypothesis in a phenomenological research leads to distortion of entities or internal elements of the phenomenon under study and one should avoid it (Mirzaei, 2016: 1197), and pursue his exploration without any supposition (Willig, 2008: 52). In other words, we must suspend our beliefs and suppositions of the subject and take a heuristic approach and without imposing our own supposition study the subject in the context of Epoche (bracketing) (Langdrige, 2007: 88). One can state that in general, qualitative researches are initially away from any prejudice and usually no supposition is raised rather the research questions are raised.

Hypothetical Questions

   I.   What demographic features do these actors have?
  II.   How do striking workers represent and interpret the strike?
 III.   What interpretation do striking workers have of problems and challenges of striking activity?
 IV.   What interpretation do striking workers have of the consequences and challenges of strike in their personal and vocational life after the strike?
  V.   Can we reduce the protest of workers to vocational goals or maybe other goals (political, cultural, symbolic, demonstrative, …) are involved?
 VI.   Which tool do strikers us for justification and legitimization of their protest?

III. METHOD

Current study is a qualitative research. Qualitative research has a specific relation with the study of social relations and owes its existence to the reality that life worlds are proliferated and this proliferation requires a new sensitivity towards empirical study of issues. Fast social changes and diversity of life worlds have increasingly forced the social researchers to face with new social contexts ad views. To study social contexts, we need notions that incite our sensitivity and the study of mental meanings and everyday actions and experiences is necessary (Flick, 2015: 13). Then, given the existing subject and goals of research, our approach to the category of workers' strike is qualitative. For this work, we will take advantage of heuristic method. In this method, the researcher mostly relies on different meanings of personal experiences made in social and historical forms aiming at codification of a theory or model. In this perspective, collaborative aspect of research is of paramount importance. In fact, researcher struggles to have a sense of the phenomenon from the perspective of the

participants. Thus, in order to enumerate the themes (i.e. variables as called in quantitative research) derived from the data, he gathers the open data (Creswell, 1945: 48-51).

The strategy used in this study is phenomenological in the sense that this study is devoted to the study of lived experience or life world of subjects (Van Manen, 1997: 9). The researcher takes advantage of the phenomenological strategy in order to identify the substance of human experiences concerning one phenomenon as described by participants. In a phenomenological study, the researcher establishes a close relationship with the participants and in this way tries to form "models and meanings relations" (Creswell, 1945: 41).

Accordingly, given the sensitivity and controversial nature of the subject, adoption of a heuristic approach for understanding different dimensions of the phenomenon of strike seems to be necessary. Moreover, phenomenology appears to be the appropriate strategy for having access to the notion and representation of social activists of strike as well as description of meanings of lived experiences of workers of concept and phenomenon of strike. The semi-structured interview method has been used for data collection. The participants of this study (22 subjects) have been chosen using the method of purposeful sampling and based on the measure of theoretical saturation from among the workers of Copper Complex of Shahr Babak who were involved in numerous strikes in recent years. For analysis of data and excavation of main and secondary themes, we have made use of Colaizzi's seven-leveled method (1978). Final validation of this study has been conducted via the control of members. In other words, validity examination is done based on the communicational method of data and their interpretation by the members (Flick, 2015: 420). To put it otherwise, results of present study were presented to the participants of this research for evaluation of its relevance to their experiences and necessary revisions were applied according to their views. For the sake of reliability, findings including main themes and sub-themes of research were consulted and revised through the ideas of professors and experts of sociology.

Operational Definition of Strike

In this study, strike is the main word. One can define it as reducing work hours, in the form of obstructionism (sabotage), cutting the work cycle and gathering at production site without working, gathering at the internal site of factor, taking the employer as a hostage, sit-in, subversion at work place, occupation of factor, strike at the outside site of the factory, e.g. blockading the high ways, gathering before the governmental offices, damaging public properties.

IV. RESEARCH FINDINGS

In this stage, after a review of details of interviews, the data acquired through the interview with the workers, their first hand experiences of strike were excavated in the form of significant phrases and relevant sentences related to the phenomenon and then some key notions were inferred from these sentences and later these notions were classified based on certain similarities. In fact, our goal was summarizing the words of workers and organization and classification of findings.

Table no. 1- Description of Demographic Features of Interviewees

no	gender	age	Educational status	Marriage status	Residence place	Title of job	Work record	Type of employment	Time of first strike	Times of experienced strike
1	male	37	BA	Married	city	Stock staff	10	contractual	At the outset of work	More than 10 times
2	male	44	diploma	married	city	controller	17.5	Temporary	2004	Almost 100 times
3	Male	46	Diploma	Married	Village	Driver	10	Temporary	Second year of work	Almost 50 times
4	Male	45	Diploma	Married	Village	Deriver	25	Temporary	Tenth year of work	Almost 150 times
5	Male	45	Associate	Married	City	Shift head	18	Officially hired	2005	Almost 10 times
6	Male	43	BA/S	Married	City	Office staff	22	Officially hired	2006	Almost 10 times

7	Male	42	BA/S	Married	City	Technician	19	Officially hired	2009	Almost 10 times
8	Male	34	Associate	Married	City	Operation	10	Temporary	early years	More than 10 times
9	Male	33	Diploma	Married	City	Deriver	10	Temporary	Second year of work	Almost 9 years
10	Male	39	Associate	Married	City	Mine Operation	18	Temporary	First year of work	Almost 20 times
11	Male	35	Associate	Married	City	Operation	7	Temporary	Second year of work	Almost 5 years
12	Male	42	Diploma	Married	City	Service staff	14	Temporary	2005	11 times
13	Male	32	Associate	Single	City	Mechanic	4	Temporary	Early years of work	Almost 3 times
14	Male	35	secondary school	Married	City	Deriver	10	Temporary	Early years of work	More than 5 times
15	male	38	Diploma	Married	City	Deriver	7	Temporary	Early years of work	Countless times
16	Male	36	Associate	Married	City	Deriver	7	Temporary	First year of work	Across all years
17	Male	47	Diploma	Married	City	Deriver	16	Temporary	Since years now	All strikes
18	Male	35	BA	Married	city	Deriver	9	Contractual	2015	Many times
19	Male	38	Diploma	Married	City	Electrical expert	8	Temporary	2013	At least twice a year
20	Male	36	Associate	Married	City	Worker	15	Official	8 years ago	10 times
21	Male	36	BA	Married	City	Repairer	9	Contractual	2013	Many times
22	Male	47	Diploma	Married	City	Security check	16	Officially hired	Almost 10 years ago	More than 15 times

Detailed Model Inferred from Lived Experience of Workers of Strike (Source: Authors)
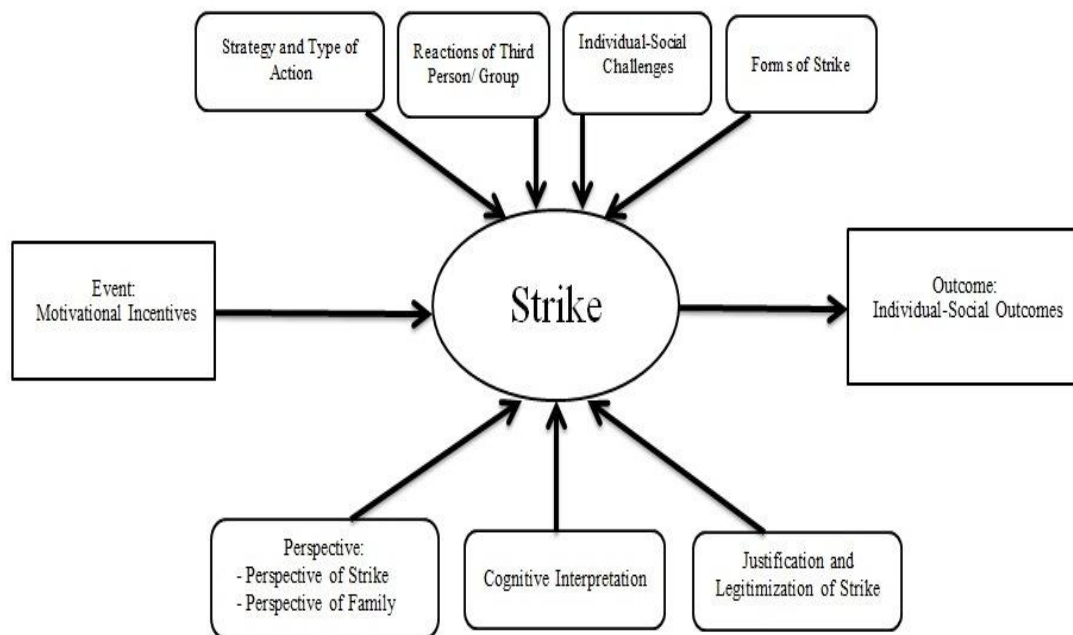
- **Explanation of Inferred Themes**

After analysis of data based on of Colaizzi's seven-leveled method, 338 significant sentences, 36 secondary themes and 11 main themes were excavated that can be a toke of the first hand experiences of the workers of strike. We continue to discuss the details of each one of these themes.

✓ **Motivational Stimuli**

Workers suggest that different motives cause them to take part in the strike. Here we classify and explain two groups of economic-vocational motives and mental-social incentives.

Among the derived themes, economic-vocational motive as one of the key motives of workers' strike represents the influence of economic and vocational issues in emergence of strike. A number of workers merely insist on further wage and profits and struggle to find a solution for fulfilment of their wishes and when they fail to reach their wishes through other paths, they use strike as a means to put pressure on the employer. Then, one can say that economic factors can also play a significant role in decision of workers for strike. For example, interviewee 1 states: "My wish and request had been further wage and advantages in work place".

Some workers refer to undesirable work conditions along with the lower wages and economic problems. The interviewee 19 describes this problem as follows: "Due to minimum wage, high work hours, work difficulty and economic pressure, we arrange the strikes."

Mental-social motives are one of the other main themes derived from the research data which serve as an incentive that motivates the workers to get involved in the strike.

The workers who are working in copper mines and factories refer to undesirable conditions of work place, difficulty of work and request for improvement of difficult work conditions and promotion of work health and security as a motive for presence at the strike.

In fact, lack of consistency between the worker and work place can lead to the work pressure and action for changing this condition. For example, the interviewee number 13 states in this regard: "difficult work conditions and high work hours lead us to strike."

But another group of workers think in their mind of acquisition of vocational security. They believe that their most important request is official employment and suggest that if they become officially hired, they will not have any further concern, because through official employment, they have vocational security. In other words, they are no longer concerned of vocational future and being fired of job and instead, they can receive further benefits. In this case, we can refer to the ideas suggested by the interviewee number 2: "Our most important request is vocational security".

One of those cases that are highlighted by the workers is that they ask for mutual respect, protection of worker's dignity, trust and honesty of managers and change in behavior of the manager with the workers. In this level, the worker like other citizens, in his relations asks for respect and dignity. This factor along with other factors can be regarded as one of the most important causes of strike. For example, the interviewee number 21 states: "My cause, motive and request in strikes are equality of wages and profits of all workers, preservation of respect and dignity of workers".

Moreover, results of data analysis show that one of the most important motives that lead the workers towards strike is the sense of injustice. This injustice is seen by the workers in different cases including the injustice in the type of contract, appointments, payment of profits, type of insurance, possibilities and welfare facilities. When they compare the conditions of their profits and welfare facilities with other workers and recognize that there is a type of difference and discrimination. They see themselves to be worthy of better work conditions. But with the existing conditions and laws, they do not have the capability of reaching the desirable condition, then they have sense of deprivation. As a result, this gives rise to a sense of dissatisfaction. Finally, the workers for changing the conditions resort to strike. In this case, the interviewees number 5 and number 20 insist:

Interviewee Number 5: "I take part in the strike for a different vision and justice implementation".

Interviewee Number 20: "We ask for putting an end to discrimination in employment and payment of benefits".

Some interviewees believe that existence of some mental problems including fear of being denied, mental stress and pressure, anguish, sense of humiliation and despondence of future leads to strike. But overall, their words suggest that

these negative emotional states in themselves are rooted in social factors. Insofar as in some cases work pressure, economic pressure, sense of discrimination, sense of injustice, sense of deprivation can serve as a factor for creation of negative emotional states and finally strike. In this case, we can refer to the words by the interviewee number 18: "Difficult work condition and mental pressure lead to strike".

✓ **Perspective of Strike**

The perspective theme refers to the perspective and general evaluation of workers of the phenomenon of strike and this view influences their stance as regards this phenomenon. Perspectives in social psychology due to their influence on behavior are of centrality. They influence the information processing and social encounter. Usually, cognitive and emotional factors that influence the individual behavior are referred to this perspective. The relationship of perspective and behavior is an undeniable one.

As the words of participants suggest, generally speaking, workers believe that strike is like a means and tool that help them in their path towards the destination. In fact, structure of existing opportunities for acquisition of the goals does not address the workers' needs. Therefore, they struggle to create a new opportunity for reaching their intended goals and legitimization of it. For example, the interviewee number 2 states: "Until there is no pressure of protest and strike, the government and employer do not take any action".

In class war between the worker and the employer, each one are in conflict with each other and seek after their own profits. Put otherwise, there is a constant conflict between them over the defense of interests and denial of damage. Generally speaking, every individual due to preservation of his own essence and profiteering, does not evade any action for his own interest. In this field, we can refer to the words of the interviewee number 21 who states: "Even if our actions are abused by political groups and parties, I still insist on the strike, because one day we should reach our goals".

Some workers seek after fulfilling their class interests but they suggest that if they recognize that in a special situation, their actions would have negative national consequences, they will temporarily halt their strike and protest.

In this regard, the interviewee number 2 who was a representative of the workers said: "If we know that our action does not do any good and others (for example, the anti-revolution political groups) abuse it, we certainly stop our action".

According to workers, strike should be recognized as a right in law. They believe that some conditions should be prepared in the society like many developed and industrial countries so that strike to be of legal status. They can defend their rights without any further concern and fear of social consequences. The interviewee number 7 suggests: "I think the protests should be defined as a right like many other countries".

✓ **Perspective of Family**

Workers believe that the perspective of their family of protest is one of the most important factors in their decision for participation in protest insofar as sometimes they believe that their right is trespassed and they have to try to revive that right and in some cases where the conditions are suitable, the family members can actively participate in the protests by the gates of the factory. In some cases, though the family does not have an active presence at the gathering, they are supporting the strike and provide mental support for the workers. On the other hand, there are some families who have negative views of the strike and are against participation in strikes due to their associated stress and mental pressure and negative consequences. This negative view of strike causes this group of workers to have a less colorful presence and role at the strike. Along with these two types of family, there is another group that plays a neutral role in this issue and in general, does not effectively interfere in the work place issues of workers.

As to sympathy, disagreement and indifference of the family, we can respectively refer to the views expressed by the interviewees 2, 5 and 22: "In some cases the families also took part in the demonstration"; "my family are against strike due to its dangers"; "the family do not interfere in work affairs".

✓ **Justification and Legitimization of Strike**:

One of the derived categories is justification of strike that includes two concepts of religious-ideological support of strike and rational-social support of strike. The striking workers refer to the following cases in order to justify and legitimize their actions.

The striking workers refer to their religious and ideological beliefs as the inspiration for their action and behavior. They refer to religious texts, prophetic traditions as well as the words of the leading figures of Islamic Republic of Iran as regards the necessity of struggle for fulfilment of rights, defense of right, battle with oppression in order to justify the act of strike. In this case, the interviewee 8 states: "Leading religious figures have also revolted for defense of right. Then, defense of right is a responsibility".

Some workers argue that in many countries, strike is known as a path for expression of protest and defense of right among the workers and has a global fame. In this case, they argue that if this was not a rational action, people in the world would have never allowed it to continue. For example, the interviewee number 12 refers to the following: "Battle with injustice is so popular among the workers of other countries".

✓ **Cognitive Interpretation**

Information, beliefs and thoughts and in general, individual knowledge of a subject influence his stance on it. To put it otherwise, consciousness, vision, cognitive constituents and mental norms of every person are related with his behavior. Now if this knowledge is based on argument, there would be stronger relation. Moreover, scale and influence of this relation can be dependent upon that knowledge's being limited, simple or comprehensive.

The perspective of workers regarding their participation in strike is different. Generally speaking, one can classify their views in two positive and negative perspectives. They have knowledge and consciousness regarding it and this knowledge instill different emotional states in them. If they have a positive view of participation in strike, this would have pleasant state for them. By the same token, their negative view would be resulted from their bitter experiences of strike. For example, among words of some of them, one can easily see the concern of labels like mutiny, false promises, fear of being denied, disability and despondence. Meanwhile some workers have double states. In other words, they are both worried of and happy with the strike.

Interviewee number 7: "During the strike I served as a representative of the workers in order to inform the employer of the requests of the workers, then I was useful".

Interviewee number 10: "We are in a dead-end. We desperately think that the only way for reaching the goal is strike".

Interviewee number 12: "Strike creates despair. But it is a type of serving the deprived class of workers".

✓ **Strategy of Action**

The strategies of action express the behaviors, realities and purposeful interactions that are adopted as regards the phenomenon of strike. According to the results of the analysis of acquired data, these strategies include persuader, spokesman and negotiator, follower, facilitator, guider, aggressor, collective protest, gradual planned strike and sudden strike.

One of the notions that were classified in the action strategies is the role of persuader. The phenomenon of strike is like a theatre scene on which every worker plays a role. Some workers start their protest as a motivator and tell the workers that there are difference and discrimination at workplace and remind them that a right is violated and this is an act of

oppression which should be resisted. In other words, they play the role of a propeller that mobilizes the workers. These individuals usually keep by margins after the beginning of strike and do not have any role in planning and management. In this case, we can refer to the interviewee 5 who states: "I encouraged the workers to stand up for their right".

The other notion that has been classified as one of the strategies of action is that of the role of spokesman and negotiator. A number of workers who are skilled in negotiation and dialogue turn to active negotiators during the strikes in order to find a solution for the situation and persuade the employer to give a concession so that the situation gets back to normal. In this regard, the interviewee number 2 states: "As the representative of the workers, I continuously negotiated with the head of division or the manager".

Many workers in spite of consciousness of the situation and vocational problems at the workshop, do not dare to express their wishes through strike. In other words, they are mere followers of other workers. If their colleagues stop working they would participate or if a gathering is arranged by others they would take part. The interviewee 7 states: "We would sit-in praying house according to the views of the group".

Among the striking workers, there are people who play the role of a facilitator and try to facilitate the path and set the scene for the strike with many participants. In this regard, the interviewee 11 states: "I was active in arranging the time and place of strike and performance of the strike".

There are some people on the strike pitch that play their role as a leader. They decide the form of the strike and its intensity and set the plans for the time and place of strike. It needs to be mentioned that these workers manage the strike from its start till its end. They make decisions and plans but they would not have had any role in early trigger of the strike.

The interviewee number 18: "I was one of the leaders of the strike, and I was involved in all decisions".

One of the other strategies of action among the striking workers is aggression. These people would express their wishes in a way that would always lead to violence, threat, mocking, humiliation, resorting to force and physical clash. The words of the interviewee number 18 address this issue: "In one case, due to the bad behavior of a manager who was not a fellow town man, we had a physical clash".

It became clear that in the mind of workers, strike should be a collective action, because the strike that is done by few people, the probability of its failure is relatively higher. State differently, they seek to reduce the negative consequences by collective protects and acquire the maximum interests. The words of the interviewee number 6 shows this: "When the protest is done in a collective way, it would have further influence".

The words of the striking workers show that the process of strike is in two gradual and instant forms. As to the gradual and planned process, one can note that before the realization of this strike there are long and hard process of plan making for this event. In this regard, the interviewee number 1 states: "Sometimes we would have made plans for strike while some other times we would take instant actions."

✓ **Type of Action**

Act of protest of workers can be regarded in different ways. In present study, we classify this action of the workers into three types of rational, purposeful and value-based emotional actions.

Behavioral action is associated with thinking. Striking workers believe that their protesting action is based on reason and will. In fact, they believe that their behavior is rational and purposeful. In other words, they are conscious players who evaluate the costs and benefits of their actions and take collective action for reaching their goals and common interests. To put it otherwise, in this type of action, the agent is after benefit and is conscious of his own action and this action is a means for reaching the goals. In this regard, the interviewee number 22 states: "I would choose with my reason to take part in the strike".

In some cases, the activist would choose his own means based on reason and logic but the goal is selected based on the social values. Those workers who proceed to take a strike, make their choices under the influence of social values as regards the battle with injustice and serving the deprived poor class. The interviewee number 12 states: "By strike, I would help the deprived poor working class".

Emotional action takes place in view of the emotional motives. If in emotional action, there is thinking, this would be in some sense a rational action. In the emergence of strike, the emotional element would not be void of influence. Insofar as although it is said that we have consciously taken part in the strike, their words show that they do not have complete independence in this action rather they are always following other workers. These people change their behavior under the influence of other workers and their relations with others. The comparison of vocational situation, justice seeking, debacle of discrimination and struggle for justice among the workers permeate through the workers from one individual to the other. In this way, people are expecting to see what actions others take, if the other workers protest, they would join the protest. Perhaps one can state that workers' protest is not merely rational or emotional and without consciousness rather there is a range of rationality, consciousness and feelings. The interviewee number 20 argues: "I took part in the gatherings under the influence of persuasion and encouragement of the colleagues".

✓ **Forms of Strike**

As to different forms of strike, the words of workers suggest that given the type of wish as well as the conditions, the type of strike is chosen and usually their protest is in written, oral, stoppage, gathering inside the factory or gathering at governmental and cultural places and other destinations outside the factor like a sports stadium. The interviewees number 21 states: "We would stop working and gather at the gate and exit of the workshop". Likewise, the interviewee number 18 would say: "Most of strikes would take place by the office of Friday Prayer Leader".

✓ **Reactions of Third Person/ Group**

The other discovered category is the reactions of third person/ group. This category includes such notions as interference of governmental-security institutions, interference of other beneficiaries and interference of the main employer. In the society and in a social relation, every action that occurs from a person or a group would be faced with the reaction of other persons or group. The protests of the workers are also faced with the reactions of other third persons and groups. For example, the interviewee number 13 states: "The governmental organizations always interfere in the strikes but they are defending the worker but in fact they are supporting the employer".

✓ **Individual-Social Challenges**

Individual-Social Challenges are another category that is derived in this study. Challenges of strike can become revealed through different extensions that here we categorize three notions of problems before strike, problems during strike and problems after the strike. As to the problems before strike, the workers would refer to such cases as losing their access to the employer, indifference of the employer to the material and intellectual rights of the workers, lack of vocational security and threat to firing. For example, the interviewee number 2 states: "Before the start of strikes, the officials of the workshop and the city did not pay any attention to the problems of the workers. Some laws are defected, because they do not defend the right". According to the words of the interviewees, there are also some problems during the strike. One of the extensions of these problems is mental challenges. In this case, the worker is continuously threatened to be fired, working ban and imprisonment. Other challenges during the strike include the baseless promises of the officials, failure of promises of the employer, dispersion of workers due to exhaustion and fear of threats, lack of accountability on the behalf of the officials, permeation of the spies, legal actions against the strikers through creation of false files, dispersion of workers by apprehension and imprisonment. In this regard, the interviewee number 19 believes that "when

we are unanimous on strike, the employer would threaten one of the workers and this causes some to part their ways and those who stay are being dropped out of work".

According to the views of the interviewees, in some of the protests, after the end of the strike, numerous problems are created for them. They are suspended, their wages and insurance are cut, some personnel are fired, there is no similar wages, some workers are sent to distant workshops and so on and so forth. Among the other problems after the strike, one can refer to legal prosecution of the workers, personal problems of the manager with some workers and plotting for them, bad behavior of the managers with the workers. The interviewee number 2 says: "After the strike, they create many problems for the workers. They even fire many of the personnel".

✓ **Individual-Social Consequences**

Some notions express the consequences and outcomes of the protesting action of the workers. They are classified under the title of individual-social consequences. In some cases, vocational-economic consequences, social reflection and mental-physical effects become reflected. According to the words of the interviewees, these consequences can be positive or negative.

The mental reflection of the workers who participate in the strike shows that in the vocational and economic domain, there are different consequences including the positive and negative ones. Some of their vocational and economic achievements are positive and they think that they have reached their requests including official employment, shift change, implementation of the plan of classification of jobs, payment of delayed wages, payment of profits, payment of child right and so on and so forth. In this regard, the interviewee number 19 states: "Sometimes we have received what we wanted like shift change or child right".

Moreover, some striking workers in certain time have experienced the negative effects of strike and according to them, participation in strike have caused their insurance and wage to be reduced and even in some cases, they have been fired from work. In this case, the interviewee number 4 states: "After strike, some of our benefits were not paid anymore and they do not allow us to get promotion".

The notion of social reflection takes its place in the class of individual-social consequences. Social reflection in the mind of these workers have both positive and negative effects. For example, some people are proud that their efforts have helped the workers to reach their rights and even be officially hired. Moreover, some of these workers have faced with labels of mutiny, political dissident, apprehension and social deprivation. For example, the interviewee number 7 states: "They are seeing us as rebels. But we are not rebels. We are just sitting in a corner of workshop and this is our way of protest."

According to the interviewees, mental-physical effects can be positive or negative. Some of them have argued that in addition to the workers, the families have been exposed to these effects. According to the striking workers, mental pressures, concerns of being fired, sense of humiliation, stress, sense of hatred, despondence and despair, family pressures, and psychosomatic diseases are among the negative effects of the protests. The interviewee number 16 says: "Family is always exposed to stress when there is a strike. When we do not reach the result we expect, we get upset and depressed".

V. DISCUSSION AND CONCLUSION

The present study has been conducted aiming at the discovery of lived experience of workers of strike based on a phenomenological approach. The analysis of data collected through the interviews with the workers who have had experiences of participation in the strikes led to the identification of 11 main themes of motivational stimuli, cognitive interpretation, perspective of strike, perspective of family, justification and legitimization of strike, strategy of action, type of action, forms of strike, reactions of third person/ group, individual-social challenges and individual-social

consequences. The understanding that has been acquired through the lived experience of the workers' strike can facilitate the management of this phenomenon in the society. Exploration of lived experience of workers of strike shows that they have taken part in the strike firstly under the influence of economic-vocational incentives and mental-social motives. Insofar as failure of satisfaction of needs, work pressure, economic pressure, sense of discrimination, sense of injustice give rise to the mental pressure and this in turn creates dissatisfaction that triggers strike. Of course, as we elaborated earlier in the present essay, this protesting action has had positive or negative individual and social consequences for them. Of course, one needs to mention that process and mode of activity and protest of workers in the process of strike will be under the influence of cognitive interpretation, perspective, type of justification and legitimization, reactions of third person and group and individual and social challenges. For example, a worker who participates in the strike under the influence of economic pressure and injustice and relying on religious beliefs and with a positive functional view and supported by family, can take effective steps when the media keep monitoring the scene and support him. This will help the workers to reach their desired goal. Moreover, workers would sit-in or arrange a strike due to failure of satisfaction of their needs. But during strike, they would face the negative views of the family, such mental challenges as threats of the employer, intervention of the security institutions and apprehension of a number of workers and negative social consequences of it. This will result but in despair.

When the workers are struggling to find a solution for their life problems but they fail to take a successful action, they get upset, insofar as this sense of failure influences the resort to the strike. The results of present study are in line with the results acquired by Salehi (2004), Budaqi et al (2016), Abdi et al. (2009), Bordbar and Ibrahimzadeh (2019), Brook E. Kaufmann (1983). The results of the study by Salehi (2004) showed that the amount of wage (14 percent) and delay in payment (27 percent) influence the emergence of tension among the workers. Moreover, the results of the study conducted by Budaqi et al. (2016) showed that 60.56 percent of workers' strike are due to economic factors, specifically failure of payment of wage. The study by Abdi et al. (2009) showed that economic factors with an average of 23.48 percent are influential in workers' protest. Also the results of the study by Bordbar and Ibrahimzadeh (2019) show the influence of economic and financial factors in tension and strike. The results of the analysis of Kaufmann (1983) also refer to the influence of economic variable in strike. Workers are worried of their own vocational future and in their baffled minds they are struggling for vocational security. In the results of the study conducted by Bordbar and Ibrahimzadeh (2019), vocational security has been discussed as one of the factors of tension and strike. According to Alt Schould and Lepi K. (2010), need is the distance between the status quo and desirable status (Soltani et al, 2015: 148). According to this view, workers compare their own status with the desirable status that they have in their mind and struggle to reach it and make use of every means to get it done. It is noteworthy that this desirable status in the mind of workers is continuously reconstructed and is changing and relative. Moreover, in this field, the results of the present study are an extension of Maslow's theory hierarchy of needs (1945).

Work pressure along with other factors serve as the facilitators of the protesting actions of the workers. Study by Budaqi et al. (2016) also showed that 3.25 percent of strikes have their origin in work pressure. Moreover, Bordbar and Ibrahimzadeh (2019) in a heuristic combined analysis have claimed that work conditions are among the most important factors of tension and strike.

The theory of collective behavior of Smelser that discusses the structural pressure can explain this part of the results of current research.

Moreover, the results acquired through data analysis showed that one of the most important motives leading the workers to getting involved in the strike is the sense of injustice. Observation of discrimination gives rise to the sense of deprivation. As a result, this gives rise to dissatisfaction. In this case, the results of the present study are in line with the theory of relative deprivation of Ted Robert. In this case, the results of present study are in line with the results of the

study conducted by Salehi (2004), because the results of his study show that discrimination and inequality in workers' environments (27 percent) are influential on the emergence of the workers' tension.

Workers believe that for having their requests fulfilled they need a collective action. According to the theory of mobilization of sources, conscious players at the society make rational choices. According to Tilley (2009), collective action of people is aimed at fulfilling the common interests. Type of protesting action of the workers is rational and purposeful and in line with Weber's theory of action.

According to Baron et al. (2009), perspective is composed of three elements of knowledge, emotion and preparedness for action that are intertwined. According to Manheim (2001), there is a relationship between one's way of thinking and action. Moreover, he argues that ideas and visions of family and groups have their origin in social and economic status of the people. The theme of perspective shows the view and general evaluation of the workers of the phenomenon of strike. This view influences the stance that they take as regards this phenomenon. Generally speaking, strike is like a means and tool that is used by them for reaching a destination. Workers believe that their action is line with the religious and ideological foundations insofar as in many developed and industrial countries, strike is of a legal status. In Iran, strike should be also defined as a right in the law. In fact, some workers rely on religious and ideological beliefs and rational bases in order to legitimize their protest. Mental reflection of the workers who take part in the strike shows that their protesting action has had individual-social consequences that become reflected in the form of vocational-economic consequences and mental and physical effects. These consequences can be positive or negative.

Given the points that were mentioned, providing the need for respect, vocational, financial and mental security can be influential in reduction of dissatisfaction and change of perspective and approach of the workers of/to strike. Moreover, revision of labor law of Islamic Republic of Iran, reform of system of management of factories and paying attention to the vocational and social status of workers, elitism, overcoming the discrimination and improvement of work conditions can be helpful in prevention and control of workers' protests. Scientific study of workers' protests and collective divisions from the point of view of other dimensions like legal, political and psychological aspects can be helpful.

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