

***Defiant Outsiders, Compliant Insiders: Dynamic Interaction between Regular and Non-Regular Workers' Movements at the Hyundai Shipyard, Ulsan***

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This paper explores the processes leading to the emergence and persistence of, and resistance to labor market dualism and inequality in the South Korea's shipbuilding industry. Through the in-depth case study on the industrial and labor relations in Hyundai Heavy Industries, the world's largest shipbuilder, this research suggests that in-house subcontracting system has been installed and consolidated into a system of categorical inequality in the workplace. It also examines the relational mechanisms facilitating or impeding the inequality based on employment status. This paper argues that, while a few union activists fought against the growth of non-regular precarious workers, many already-unionized regular workers and their conservative union leaders pursued firm-level compromise and cooperation with their employers by allowing them to promote the over-exploitation of non-regular workers and by excluding these precarious workers from union membership. This paper also maintains that non-regular workers, faced with hard work, heavy repression against their union, and despotism in the workplace, were able to organize collective protests to resist the employment status inequality, thus either provoking the workplace conflict between compliant insiders (directly-hired regular workers) and defiant outsiders (indirectly-hired non-regular workers) or promoting solidarity between insiders and outsiders in the dual labor market. In doing so, this research can illuminate the institutionalization of workplace inequality and limits of micro-corporatism and labor market dualism.

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