

Abstract

The goal of this dissertation is to investigate state of labor market dualization in Norway, with a focus on how unions relate to labor market outsiders, both on the political/institutional level and on the workplace. In this thesis I ask the question: how do unions raise the plights of labor market outsiders in the modern economy, and is there a difference between politics and the workplace? In the articles, I analyze the effects of mandatory extension of collective agreements on union membership, the role of unions and the political parties in the opposition to the liberalization of temporary employment, to what extent unions help temporary workers take part of the sharing of profits between employer and employees, and the relationship between temporary employment and union membership. I argue that we see a duality of response from the labor movement towards labor market outsiders. Unions pursue inclusive strategies towards outsiders on the level of policy, illustrated by their opposition to the liberalization of temporary employment and their championing of mandatory extension of collective agreements even though the policy was harmful to union membership. In the workplace, however, it is more mixed, as unions do not help temporary workers take part in the profit sharing between employers and employees. There are also significant differences in union membership between temporary and permanent employees, even within the same firm, showing that unions first start recruitment when the worker gains permanent employment.