



Victoria Management School

HRIR 401 LABOUR POLICY

Trimester 1 2005

COURSE OUTLINE

Contact Details

Course Coordinator

Dr Zsuzsanna Lonti

Room: RH 1009, Rutherford House

Phone: 463-6924

Email: Zsuzsanna.Lonti@vuw.ac.nz

Website: www.vuw.ac.nz/vms

Administration Assistant

Narelle Fisher

Room RH 1022, Rutherford House

Phone: 463-5358

Email: Narelle.Fisher@vuw.ac.nz

Website: www.vuw.ac.nz/vms

Class Times and Room Numbers

Monday: 9:30-12.20 RHG01

Course Objectives

This course will be conducted as a small seminar course, with the aim of allowing students to gain in depth knowledge of a chosen area of labour policy while providing them with a good understanding of the breadth of labour policy issues as well. The instructor will meet the students to discuss and analyze the course readings and provide help with their individual projects.

Course Content

Week 1. February 21, 2005: Introduction and the Need for Government Intervention in the Employment Relationship

Week 2. February 28, 2005: International Labour Standards

Week 3.	March 7, 2005:	Employment Protection
Week 4.	March 14, 2005:	Minimum Wage
Week 5.	March 21, 2005:	Working Time Issues
Week 6.	April 11, 2005:	Discrimination in the Employment Relationship: Pay and Employment Equity
Week 7-8.	April 18, 2005:	Current Pay equity and Employment Equity Issues in New Zealand
Week 9.	May 2, 2005:	Occupational Health and Safety
Week 10.	May 9, 2005:	Current Occupational Health and Safety Issues in New Zealand
Week 11.	May 16, 2005:	Employment Relations – Selected Policy Issues
Week 12.	May 23, 2005:	Employment Relations – Current Issues in New Zealand

Readings

Course readings will be distributed to students in the first class.

Week 1. Why is a Need for Government Intervention in the Employment Relationship?

Required reading:

Baron, James N. and Kreps, David, M. 1999. *Strategic Human Resources: Frameworks for General Managers*. “Chapter 7. Employment, Society and the Law”. New York: John Wiley and Sons. pp. 153-166.

Suggested readings:

Saint-Paul, Gilles. 2002. “Cognitive Ability and Paternalism.” Discussion Paper, No. 609. IZA: Bonn. pp. 1-31.

Brosnan, Peter. and Rea, David. 1991. “An Adequate Minimum Code: A Basis for Freedom, Justice and Efficiency in the Labour Market.” *New Zealand Journal of Industrial Relations*, 16(2): 143-58.

Week 2. International Labour Standards

Required readings:

Lee, Eddy. 1997. “Globalization and Labour Standards: A Review of Issues.” *International Labour Review*, 136(2): 173-189.

Block, Richard, N.; Roberts, Karan; Ozeki, Cynthia; and Roomkin, Myron J. "Models of International Labour Standards." *Industrial Relations*, 40(2): 258-292.

Suggested readings:

Gunderson, Morley. 1998. "Harmonization of Labour Policies under Trade Liberalization." *Relations Industrielles*, 53 (1) pp. 24-52.

Langille, Brian A. 1997. "Eight Ways to Think about International Labour Standards." *Journal of World Trade*, 31(4): 27-53.

Week 3. Employment Protection

Required readings:

OECD. 1999. "Employment Protection Legislation" *Employment Outlook*. Paris: OECD. pp. 47-132.

Thickett, Glen; Harbridge, Raymond; Walsh, Pat, and Kiely, Peter. 2003. *Employment Agreements: Bargaining Trends and Employment Law Update*. "Chapter 7. Administration. Wellington: Industrial Relations Centre, Victoria Management School, Victoria University of Wellington. pp. 58-79.

Week 4. Minimum Wage

Required reading:

OECD. 1998. *Employment Outlook*. "Chapter 2. Making the Most of the Minimum: Statutory Minimum Wages, Employment and Poverty." pp. 31- 79.

Suggested readings:

Card, David and Krueger, B. Alan. 1994. "Minimum Wages and Employment: A Case Study of the Fast-Food Industry in New Jersey and Pennsylvania." *The American Economic Review*, 84(4): 772-793.

Freeman, Richard. 1996. "The Minimum Wage as a Redistributive Tool." *The Economic Journal*, 106(May): 639-649.

Arulampalam, Wiji; Booth, Alison, L., and Bryan, Mark, L. 2002. "Work-related Training and the New National Minimum Wage in Britain." Discussion Paper, No. 595. IZA: Bonn. pp.1-44.

Week 5. Working Time Issues

Required readings:

OECD. 1998. *Employment Outlook*. "Chapter 5. Working Hours: Latest Trends and Policy Initiatives." Paris: OECD. Pp. 153-188

Thickett, Glen; Harbridge, Raymond; Walsh, Pat, and Kiely, Peter. 2003. *Employment Agreements: Bargaining Trends and Employment Law Update*. "Chapter 5. Working Time." Wellington: Industrial Relations Centre, Victoria Management School, Victoria University of Wellington. pp. 32-44.

Suggested reading:

Drolet, M., and Morissette, R. 1997. "Working More? Less? What Do Workers Prefer?" *Perspectives on Labour and Income*, 4: 32-38.

Week 6. Discrimination in the Employment Relationship: Pay and Employment Equity

Required readings:

Gunderson, Morley. 1989. "Male-Female Wage Differentials and Policy Responses." *Journal of Economic Literature*, 27(March): 46-72.

Gunderson, Morley. 2002. "Pay and Employment Equity: The Role of Markets, Collective Bargaining and Legislation." In Agocs, C. (ed.) *Workplace Equality*, Netherlands: Kluwer Law International. pp. 265- 278.

Colling, Trevor and Dickens, Linda. 1998. "Selling the Case for Gender Equality: Deregulation and Equality Bargaining", *British Journal of Industrial Relations*, 36:3, pp. 389-411

Suggested readings:

Gunderson, Morley. 1993. "Gender Discrimination and Pay Equity Legislation" in Christofides, L., Kent, Grant, and Swidinsky, Robert (eds). *Aspects of Labour Market Behaviour: Essays in Honour of John Venderkamp*. Toronto: University of Toronto Press. pp. 225-247.

Week 7. Current Pay Equity Issues in New Zealand

Required readings:

Ministry of Women's Affairs, NZ. 2002. *Next Steps Towards Pay Equity. A Discussion Document*. July 2002, pp. 1-33.

Dixon, Sylvia. 2000. *Pay Inequality between Men and Women in New Zealand*, Occasional Paper 2001. Labour Market Policy Group, NZ Department of Labour, pp 5-23.

May, Robyn and Lonti, Zsuzsanna. 2003. "Identify and Explore the Impact of Current Pay Fixing and Bargaining Structures and Relevant Pay Systems in the Public Service on the Gender Pay Gap." Report prepared for the Task Force on Pay and Employment Equity in the New Zealand Public Service, Public Health and Public Education sectors, pp. 1-28.

Suggested reading:

Ministry of Women's Affairs, NZ. 2002. *Next Steps Towards Pay Equity. A Background Paper*. September 2002, pp. 1-73.

Week 8. Employment Equity - Current Issues in New Zealand**Required readings:**

Agocs, Carol and Burr, Catherine. 1996. "Employment Equity, Affirmative Action and Managing Diversity: Assessing the Differences." *International Journal of Manpower*, 17(4/5): 30-45.

EEO Trust, NZ. 2002. *Making the Most of a Diverse Workforce. An Employer's Guide to EEO*. Wellington: EEO Trust. pp.1-37.

Suggested reading:

State Services Commission, NZ. 2002. *Equal Employment Opportunities. Progress in the Public Service, as at June 30, 2001*. Wellington: State Services Commission. pp. 1-50.

Week 9. Occupational Health and Safety**Required readings:**

Carson, W. G. (Kit) and Henenberg, Cathy. 1989. "Social Justice at the Workplace: The Political Economy of Occupational Health and Safety Laws." *Social Justice*, 16(3):124- 140.

Harcourt, Mark. 1996. "Health and Safety Reform: A Review of Four Different Approaches." *Journal of Industrial Relations*, 38(3):359-376.

Hopkins, Andrew. 1993. "Approaches to Safeguarding the Worker." In Quinlan, Michael (ed.) *Work and Health: The Origins, Management and Regulation of Occupational Illness*, South Melbourne: MacMillan Education, pp. 170-190.

Week 10. Current Occupational Health and Safety Issues in New Zealand**Required readings:**

Baker, Virginia. 2002. "Relationships and Dependencies between OSH, ACC and Employer Clients." in Lloyd, Michael, (ed.) *Occupational Health and Safety in New Zealand*, Wellington: Dunmore Press. pp.67-92.

Whatman, Richard, Adams, M., Burton, J., Butcher, F., Graham S., McLeod, A., Rajan, R., Bridge, M., Johri, R., Hill, R. 2002. *Aftermath - How the lives of fifteen ordinary New Zealanders have been affected by workplace injury and illness*. Selected chapters. Wellington: Department of Labour.

Suggested reading:

Occupational Safety and Health Service and Ministry of Economic Development, NZ. 2001. *The Costs and Benefits of Complying with the HSE Act, 1992*. Wellington: Department of Labour. 1-57.

Week 11. Employment Relations – Selected Policy Issues**Required readings:**

Bray, M. and Neilson, D. (1996). "Industrial Relations Reform and the Relative Autonomy of the State." In Castles, F.G., Gerritsen, R., and Vowles, J. (eds), *The Great Experiment: Labour Parties and the Public Policy Transfer in Australia and New Zealand*. St. Leonards: Allen and Unwin.

Harbridge, Raymond and Walsh, Pat. 2002. "Globalization and Labour Market Deregulation in Australia and New Zealand: Different Approaches, Similar Outcomes", *Employee Relations*, 24(4): 423-436.

Week 12. Employment Relations – Current Issues in New Zealand**Required readings:**

Barry, Michael, and Walsh, Pat. 2002. "Forward to the Past? State Policies and Trade Unions in New Zealand." Working Paper, #1/02; Wellington: Industrial Relations Centre, Victoria University of Wellington.

Blumenfeld, Stephen, Higgins, Alyn and Lonti, Zsuzsanna. 2004. "No Free Lunch: Union Free-Riding in New Zealand." Paper prepared for the AIRAANZ 2004 conference in Noosa, 3-6 February 2004.

Materials and Equipment

None.

Assessment Requirements

Students are required to select one well-defined area of labour policy and complete the following three assignments related to that policy area:

Assignment 1: Scoping

Deadline: March 21, 2005

Worth: 30%

Students are required to write an approximately 2,500-3,000 words paper describing thoroughly the current state and the brief history of their chosen labour policy area in New Zealand.

Assignment 2: Literature Review

Deadline: May 16, 2005

Worth: 40%

Students are required to complete a 4,000 – 5,000 word paper summarizing the international and New Zealand academic and policy literature on their chosen labour policy area. This review should also contain information on policy solutions utilized in other relevant jurisdictions with justification for their selection.

Word of caution: The preparation for the second assignment should start concurrently with the first assignment, as some of the literature might need to be inter-loaned, which might take considerable time.

Assignment 3: Options Paper

Deadline: June 13, 2005

Worth: 30%

Based on their understanding of the state of affairs of their chosen labour policy field in New Zealand (Assignment 1) and the literature and practices in other jurisdictions (Assignment 2) students are required to write a 2,000 - 2,500 word policy options paper suggesting several courses of action for government to take and a recommendation for action with justification.

In the options paper they should consider

- Who the major stakeholders are and how their interests will be affected by the various options
- What are the costs and the benefits of the various options
- What will be the impact of the various options on the competitiveness of New Zealand.

Referencing

There are different styles of referencing and there are not set requirements as to the use of APA, or Harvard method, footnotes or endnotes. The Faculty of Commerce & Administration at VUW has decided to make APA (American Psychological Association) referencing style the common standard across the faculty. The Commerce and Central Libraries hold the book of the APA Style Guide. From the online VUW library site (<http://www.vuw.ac.nz/library/resources/virtualref.shtml#style>) you can also access www.apastyle.org.

- If using direct quotes from your sources, put in quotation marks, cite the source and the page number of the quote:

According to Hyman (1975) “industrial relations is the study of the processes of control over work relations” (p.12).

From a Marxist perspective, industrial relations may be viewed as “the study of the processes of control over work relations” (Hyman, 1975, p.12).

- If citing more than one source in the text then they should be cited in alphabetical order:

Recruitment and selection has commonly been the research domain of psychologists (e.g., Cascio, 2003; Cook, 2000; O'Driscoll, Taylor & Kalliath, 2003).

- Reference list should be provided at the end of the paper, all references cited in the text of the paper should be listed in alphabetical order, book titles and journal names in Italics. For example:

Cascio, W. (2003). *Managing human resources: productivity, quality of working life, profits*. New York: McGraw Hill.

Johnson, E. (2000). The practice of human resource management in New Zealand: strategic and best practice?. *Asia Pacific Journal of Human Resources*, 38(2), 69-83.

Whatever system is used, the following should be observed:

- You must provide references for any ideas that are not your own. When in doubt, reference.
- References must include author, year of publication and page numbers. If it is an internet reference please provide the full URL and the date you accessed it.
- You must provide 'quotation marks' if you are quoting. Long quotes, generally more than one sentence, should be indented. Try to avoid using long quotes.
- You must provide a list of 'References' at the end of the paper. Only place the citations used in the text in the reference list (it is a list of references not a bibliography).

Penalties

Students will be penalized 5% per day for unexplained late submission of assignments. Assignments more than 10 days late will not be accepted. Explanations will have to be satisfactory to the course co-ordinator in order to have part or all of the penalty waived. Satisfactory explanations will include sickness or accident, if accompanied by a Doctor's Certificate. All explanations should have supporting documentary evidence and arguments.

Mandatory Course Requirements

1. Completion of individual assignments on due dates.
2. Regular attendance of classes. Should you need to be absent from class, discuss it with the course coordinator in advance.

Students who fail to satisfy the mandatory requirements for passing this course will not receive a graded result and their records will show an ungraded fail "Q".

Note: Under the 1998 examination Statute all students may sit the final examination. However any students who have not completed the mandatory course requirements will not.

Communication of Additional Information

Additional information or information on changes will be conveyed to students on Blackboard and in class.

General University Policies and Statutes

Students should familiarise themselves with the University's policies and statutes, particularly those regarding assessment and course of study requirements, and formal academic grievance procedures.

Student Conduct and Staff Conduct

The Statute on Student Conduct together with the Policy on Staff Conduct ensure that members of the University community are able to work, learn, study and participate in the academic and social aspects of the University's life in an atmosphere of safety and respect. The Statute on Student Conduct contains information on what conduct is prohibited and what steps can be taken if there is a complaint. For queries about complaint procedures under the Statute on Student Conduct, contact the Facilitator and Disputes Advisor. This Statute is available in the Faculty Student Administration Office or on the website at: www.vuw.ac.nz/policy/StudentConduct.

The policy on Staff Conduct can be found on the VUW website at: www.vuw.ac.nz/policy/StaffConduct.

Academic Grievances

If you have any academic problems with your course you should talk to the tutor or lecturer concerned or, if you are not satisfied with the result of that meeting, see the Head of School or the Associate Dean (Students) of your Faculty. Class representatives are available to assist you with this process. If, after trying the above channels, you are still unsatisfied, formal grievance procedures can be invoked. These are set out in the Academic Grievances Policy which is published on the VUW website:

www.vuw.ac.nz/policy/AcademicGrievances.

Academic Integrity and Plagiarism

Academic integrity is about honesty – put simply it means **no cheating**. All members of the University community are responsible for upholding academic integrity, which means staff and students are expected to behave honestly, fairly and with respect for others at all times.

Plagiarism is a form of cheating which undermines academic integrity. Plagiarism is **prohibited** at Victoria.

The University defines plagiarism as follows:

Plagiarism is presenting someone else's work as if it were your own, whether you mean to or not.

'Someone else's work' means anything that is not your own idea, even if it is presented in your own style. It includes material from books, journals or any other printed source, the work of other students or staff, information from the Internet, software programmes and other electronic material, designs and ideas. It also includes the organization or structuring of any such material.

Plagiarism is not worth the risk.

Any enrolled student found guilty of plagiarism will be subject to disciplinary procedures under the Statute on Student Conduct (www.vuw.ac.nz/policy/studentconduct) and may be penalized severely. Consequences of being found guilty of plagiarism can include:

- an oral or written warning
- suspension from class or university
- cancellation of your mark for an assessment or a fail grade for the course.

Find out more about plagiarism and how to avoid it, on the University's website at: www.vuw.ac.nz/home/studying/plagiarism.html.

Students with Disabilities

The University has a policy of reasonable accommodation of the needs of students with disabilities. The policy aims to give students with disabilities an equal opportunity with all other students to demonstrate their abilities. If you have a disability, impairment or chronic medical condition (temporary, permanent or recurring) that may impact on your ability to participate, learn and/or achieve in lectures and tutorials or in meeting the course requirements, then please contact the Course Coordinator as early in the course as possible. Alternatively you may wish to approach a Student Adviser from Disability Support Services to confidentially discuss your individual needs and the options and support that are available. Disability Support Services are located on Level 1, Robert Stout Building, or phoning 463-6070, email: disability@vuw.ac.nz. The name of your School's Disability Liaison Person can be obtained from the Administrative Assistant or the School Prospectus.

Student Support

Staff at Victoria want students' learning experiences at the University to be positive. If your academic progress is causing you concern, please contact the relevant Course Co-ordinator, or Associate Dean who will either help you directly or put you in contact with someone who can.

The Student Services Group is also available to provide a variety of support and services. Find out more at www.vuw.ac.nz/st_services/ or email student-services@vuw.ac.nz.

VUWSA employs two Education Coordinators who deal with academic problems and provide support, advice and advocacy services, as well as organising class representatives and faculty delegates. The Education Office is located on the ground floor, Student Union Building, phone 463 6983 or 463 6984, email education@vuwsa.org.nz.