

Victoria Management School

**HRIR 401**  
**LABOUR POLICY**

Trimester 1 2006

**COURSE OUTLINE**

**Contact Details**

**Course Coordinator**

Dr Zsuzsanna Lonti

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**Administration Assistant**

Room RH 1022, Rutherford House

Phone: 463-5358

**Class Times and Room Numbers**

Wednesday 10.30am – 1.30pm GBLT2

**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 also meet the students individually to provide help with their individual projects.

## **Course Content**

### **Week 1. Introduction - March 1**

Baron, James N. and Kreps, David, M. 2004. *Strategic Human Resources: Frameworks for General Managers*. "Chapter 7. Employment, Society and the Law". New York: John Wiley and Sons. pp. 153-166.

OECD, 2005. *Society at a Glance*. OECD Social Indicators. pp. 7-21.

### **Week 2. International Labour Standards - March 8**

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. 2001. "Models of International Labour Standards." *Industrial Relations*, 40(2): 258-292.

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

### **Week 3. Employment Protection - March 15**

OECD. 2004. "Employment Protection Regulation and Labour Market Performance" *Employment Outlook*. Paris: OECD. pp. 61-125.

Auer, Peter; Janine Berg and Ibrahim Coulibaly, 2004. "Is a Stable Workforce Good For the Economy? Insights into the Tenure-Productivity –Employment Relationship" International Labour Organization, 2004/15 pp. 1-24.

Blackwood, Leda; Feinberg-Danieli, Goldie; Lafferty, George and Kiely, Peter. 2005. *Employment Agreements: Bargaining Trends and Employment Law Update 2004/2005*. "Chapter 5.2 Redundancy" Wellington: Industrial Relations Centre, Victoria Management School, Victoria University of Wellington. pp. 56-62.

### **Week 4. Minimum Wage - March 22**

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

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

### **Week 5. Working Time Issues - March 29**

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

Blackwood, Leda; Feinberg-Danieli, Goldie; Lafferty, George and Kiely, Peter. 2005. *Employment Agreements: Bargaining Trends and Employment Law Update 2004/2005*. "Chapter 3. Working Time." Wellington: Industrial Relations Centre, Victoria Management School, Victoria University of Wellington. pp. 20-33.

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

**Week 6. Women at Work - April 5**

OECD. 2002. "Women at work: Who are they and How they are Faring?" *Employment Outlook*, pp. 61-126.

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

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.

**Week 7. Student presentations - April 26**

**Week 8. Current Pay Equity and Employment Equity Issues in New Zealand - May 3**

Task Force On Pay and Employment Equity in the Public Service and the Public Health and Public Education Sectors 2004. *Report of Task Force On Pay and Employment Equity in the Public Service and the Public Health and Public Education Sectors*. pp. 1-49.

Dixon, Sylvia. 2004. Understanding Reductions in the Gender Wage Differential 1997-2003. pp .1-19.

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

**Week 9. Occupational Health and Safety - May 10**

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.

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.

**Week 10. Employment Relations – Selected Policy Issues in NZ - May 17**

Waldegrave, Tony ; Anderson, Diane and Wong, Karen. 2003. *Evaluation of the Short-term Impacts of the Employment Relations Act 2000* . pp. 12-19.

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.

**Week 11. Non-standard Employment - May 24**

Tucker, Deborah. 2002. *Precarious Non-standard Employment. A Review of the Literature*. Selected chapters. Department of Labour, NZ. pp. 1-76.

**Week 12. Summary - May 31**

**Readings**

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

## **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 29, 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 17, 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 15, 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 international literature on the topic and the practices followed 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.

Students will prepare two copies of each hand-in and keep the second copy for their own reference. Students must also keep an electronic copy of their work.

## **Penalties**

(i) In fairness to other students, work submitted after any deadline will incur a penalty for lateness. **The penalty is 2 of the marks available** for an assignment submitted after the due time on the due date **for each part day or day late.**

When calculating the late penalty **Saturdays, Sundays and public holidays will be included** when counting the number of days that an assignment is late.

**Assignments received more than 7 days after the deadline will not be accepted and the student will automatically fail terms.**

(ii) Course Outlines provide a signal to students of forthcoming workload, dates of submission etc, and thus student study plans should take account of course requirements across all courses. Consequently, workload issues related to other courses and employment will not be accepted as reason for dispensation from mandatory requirements or waiver of penalties.

Extensions to submission deadlines for any assigned work will only be granted in exceptional circumstances.

(iii) Students who are unable to comply with any of the mandatory requirements should make a written application for an extension to the due date for submission of assigned work or for waiver of a penalty, **in advance**, providing documentary evidence of the reasons of their circumstances.

All such applications must be made **before** the deadline and be accompanied by documentary evidence, eg a medical certificate, or counsellor's report that indicates the degree of impairment, and for how long the student has been impaired. Please be sure to ask at the time of consultation for the degree of impairment to be stated in any certificate you provide to support your case.

(iv) In the event of unusual or unforeseeable circumstances (e.g. serious illness, family bereavement), that precludes an application in advance, students should make contact with the lecturer as soon as possible, and make application for waiver of a penalty as soon as practicable.

### **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.

Notice of Failure to meet Mandatory Requirements will be posted on Blackboard or on the Mezzanine Floor Notice-board. Students will be expected to check both places for notification.

### **Communication of Additional Information**

Information on course-related matters will be announced at class and posted on the **Blackboard** website at <http://blackboard.vuw.ac.nz/>. It will be crucial for you to regularly check Blackboard for messages, announcements and materials.

### **Email Contact**

Students wishing to contact staff by email should adhere to the following instructions:

Include the **Course Code**, your **Name**, your **Student ID** and the **Topic** in the subject area of the email, eg MGMT300\_Smith\_Pauline\_3000223344\_Ass1 Query. All students must use their VUW SCS email account and ID. Otherwise, email will be classified as Spam and will be dumped without being read. All emails with attachments will be dumped, unless requested by staff.

### **Referencing**

There are many different styles of referencing and 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 APA Style Guide. You can also access the information from the online VUW library site (<http://www.vuw.ac.nz/library/resources/virtualref.shtml#style>).

## **Faculty of Commerce and Administration Offices**

### Railway West Wing (RWW) - FCA Student Administration Office

The Student Administration Office is located on the ground and first floors of the Railway West Wing. The ground floor counter is the first point of contact for general enquiries and FCA forms. Student Administration Advisers are available to discuss course status and give further advice about FCA qualifications. To check for opening hours call the office on (04) 463 5376.

### Easterfield (EA) - FCA/Law Kelburn Office

The Kelburn Campus Office for the Faculties of Commerce & Administration and Law is situated in the Easterfield Building - it includes the ground floor reception desk (EA005) and offices 125a to 131 (Level 1). The office is available for the following:

- Duty tutors for student contact and advice.
- Information concerning administrative and academic matters.
- FCA Student Administration forms (e.g. application for academic transcripts, requests for degree audit, COP requests).
- Examinations-related information during the examination period.

Check with the Student Administration Office for opening times (04) 463 5376.

## **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](http://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](http://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](http://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](http://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](http://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](mailto: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/](http://www.vuw.ac.nz/st_services/) or email [student-services@vuw.ac.nz](mailto: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](mailto:education@vuwsa.org.nz).

**Manaaki Pihipihinga Maori and Pacific Mentoring programme (Faculties of Humanities and Social sciences and Commerce and Administration).**

- **What:** Academic Mentoring for Maori and Pacific students studying at all levels in the above faculties. Weekly sessions for an hour with a mentor to go over assignments and any questions from tutorials or lectures. Registered students can use the faculty's study rooms and computer suite at any time at Kelburn and Pipitea.
- Mature student and Post grad network

If you would like to register as a mentor or mentee please contact the coordinator.

**Where:**

Melissa Dunlop

Programme Coordinator

Room 109 D

14 Kelburn Parade: back courtyard

Ph: (04) 463 6015

Email: [Maori-Pacific-Mentoring@vuw.ac.nz](mailto:Maori-Pacific-Mentoring@vuw.ac.nz)

Please Note: A mentoring room will also be running at Pipitea Campus starting January. Please contact the Programme Coordinator for details.