

Victoria Management School

HRIR 401 LABOUR POLICY

Trimester 2 2008

COURSE OUTLINE

Name and Contact Details

COURSE COORDINATOR

George Lafferty
Room 1006 Rutherford House
Phone 463-5084
Email george.lafferty@vuw.ac.nz

ADMINISTRATOR

Tania Loughlin
Room 1022 Rutherford House
Phone 463-5358
Email tania.loughlin@vuw.ac.nz

CLASS TIMES & ROOM NUMBERS

The class meets from 3.40pm to 5.30pm on Tuesdays during trimester 2 in room 1006, Rutherford House.
The class will meet in weeks 1, 3, 5, 7, 9 and 11.

TRIMESTER DATES Monday 7th July until Saturday 8th November 2008. Note that there is no final examination for this course.

COURSE OBJECTIVES

The course will be based on discussion and debate arising from the two course texts.
The course is designed to assist students to develop their own independent research skills.

COURSE CONTENT

This course examines labour policy and industrial relations in several countries. Topics covered include: regulation and deregulation; the role of transnational corporations; the capacities of national governments and international organisations; the organisation, structures and strategies of governments, unions and employer organisations; and the impact of globalisation on labour policy and industrial relations practices.

PROGRAMME AND COURSE RELATED LEARNING OBJECTIVES

This course will provide students with the opportunity:

- to develop their analytical abilities;
- to conduct comparative examination of labour policies
- to investigate specific political, economic and legislative issues related to industrial relations through reading, group discussion and class debate.

COURSE-RELATED STUDENT LEARNING OBJECTIVES

The course will be based on discussion and debate arising from the two course texts:

The course is designed to assist students to develop their own independent research skills.

By the end of this course, students should:

- (i) have a good understanding of the main forces that contribute to the formation of labour policies.
- (ii) be able to interpret policy developments in relation to international political-economic change – for example, shifts in employment.
- (iii) have a critical understanding of the ways in which different actors (including unions, business and government) contribute to labour policy.

REQUIRED TEXTS

Freeman, R. B., Boxall, P., and Haynes, P. (eds.) (2007) *What Workers Say: Employee Voice in the Anglo-American Workplace*, Ithaca and London: ILR Press.

Bronfenbrenner, K. (ed.) (2007) *Global Unions: Challenging Transnational Capital through Cross-Border Campaigns*, Ithaca and London: ILR Press.

WORKLOAD

Students are expected to spend on average 9 hours per week preparing for class meetings, participating in class and working on the course assignments. A large proportion of this time will be spent reading and researching in the library or on the Internet.

ASSESSMENT REQUIREMENTS

Assessment for this course is as follows:

| | | |
|----------------|-----------------------------------|------------|
| Essay 1 | Due Friday 22 August, 4pm | 50% |
| Essay 2 | Due Friday 17 October, 4pm | 50% |

Regular attendance is required and both items must be completed to pass the course.

Essay 1: The first essay is to take the form of an examination of the labour policies and industrial relations experiences of one of the countries discussed in *What Workers Say*. Students will construct a topic in consultation with the course co-ordinator. The essay should be approximately 3,500 words in length (give or take 10%). The essay must focus on current (i.e. 2008) labour policy and industrial relations within the specific country.

Essay 2: In the second essay (also approximately 3,500 words in length), you should draw on a specific chapter in *Global Unions*, to construct an essay topic in consultation with the course co-ordinator. Again, the essay should be approximately 3,500 words and should focus on current issues and strategies.

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 and
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 HRIR 401_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 and Academic Services Office

The Faculty's Student and Academic Services 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 Student and Academic Services Office on (04) 463 5376.

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

The Kelburn Campus Office for the Faculties of Commerce and Administration, Education and Law is situated in the Easterfield Building on the ground floor (EA005). This counter is the first point of contact for :

- Duty tutors for student contact and advice.

- Information concerning administrative and academic matters.
- Forms for FCA Student and Academic Services (e.g. application for academic transcripts, requests for degree audit, COP requests).
- Examinations-related information during the examination period.

To check for opening hours call the Student and Academic Services Office on (04) 463 5376.

General University Policies and Statutes

Students should familiarise themselves with the University's policies and statutes, particularly the Assessment Statute, the Personal Courses of Study Statute, the Statute on Student Conduct and any statutes relating to the particular qualifications being studied; see the Victoria University Calendar or go to www.victoria.ac.nz/home/about/policy/students.aspx

For information on the following topics, go to the Faculty's website www.victoria.ac.nz/fca under Important Information for Students:

- Academic Grievances
- Student and Staff Conduct
- Meeting the Needs of Students with Impairments
- Student Support

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. The University defines plagiarism as follows:

The presentation of the work of another person or other persons as if it were one's own, whether intended or not. This includes published or unpublished work, material on the Internet and the work of other students or staff.

It is still plagiarism even if you re-structure the material or present it in your own style or words.

Note: including the work of others will not be considered plagiarism as long as the work is acknowledged by appropriate referencing.

Plagiarism is prohibited at Victoria and is not worth the risk. Any enrolled student found guilty of plagiarism will be subject to disciplinary procedures under the Statute on Student Conduct and may be penalised severely. Consequences of being found guilty of plagiarism can include:

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

Find out more about plagiarism, and how to avoid it, on the University's website:

www.victoria.ac.nz/home/studying/plagiarism.html

Manaaki Pihipihinga Programme

Manaaki Pihipihinga is an academic mentoring programme for undergraduate Māori and Pacific students in the Faculties of Commerce and Administration, and Humanities and Social Sciences. Sessions are held at the Kelburn and Pipitea Campuses in the Mentoring Rooms, 14 Kelburn Parade (back courtyard), Room 109D, and Room 210, Level 2, Railway West Wing. There is also a Pacific Support Coordinator who assists Pacific students by linking them to the services and support they need while studying at Victoria. Another feature of the programme is a support network for Postgraduate students with links to Postgraduate workshops and activities around Campus.

For further information, or to register with the programme, email manaaki-pihipihinga-programme@vuw.ac.nz or phone (04) 463 6015. To contact the Pacific Support Coordinator, email pacific-support-coord@vuw.ac.nz or phone (04) 463 5842.