

Subject Description Form

Subject Code	APSS408																		
Subject Title	Labour and Manpower Policy and Administration																		
Credit Value	3																		
Level	4																		
Pre-requisite / Co-requisite/ Exclusion	<u>Pre-requisite:</u> APSS451 Social Policy																		
Assessment Methods	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;"></th> <th style="width: 45%;">100% Continuous Assessment</th> <th style="width: 20%;">Individual Assessment</th> <th style="width: 25%;">Group Assessment</th> </tr> </thead> <tbody> <tr> <td>1. Term paper</td> <td></td> <td style="text-align: center;">--</td> <td style="text-align: center;">40%</td> </tr> <tr> <td>2. Problem sets</td> <td></td> <td style="text-align: center;">30%</td> <td style="text-align: center;">--</td> </tr> <tr> <td>3. Seminar presentation and participation</td> <td></td> <td style="text-align: center;">--</td> <td style="text-align: center;">30%</td> </tr> </tbody> </table>				100% Continuous Assessment	Individual Assessment	Group Assessment	1. Term paper		--	40%	2. Problem sets		30%	--	3. Seminar presentation and participation		--	30%
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Objectives	To enable students to: <ol style="list-style-type: none"> 1. develop a reflective understanding on key concepts, philosophy and ideologies underpinning labour and manpower policy and administration; 2. have a critical grasp of the history and context of development of labour and manpower policy and administration in Hong Kong; 3. critically examine the policy and practice in major areas of labour and manpower policy and administration in Hong Kong; 4. reflect on contemporary critical issues in labour and manpower policy and administration with a global and local view. 																		
Intended Learning Outcomes	Upon completion of the subject, students will be able to: <ol style="list-style-type: none"> a. articulate basic concepts and ideologies underpinning labour and manpower policy and administration (LMPA) b. demonstrate broad-brush understanding of local context of LMPA as well as current issues and concerns relating to the quality of work life and labour welfare of the working population c. reflect on and critique local practice in major areas of LMPA. 																		

<p>Subject Synopsis/ Indicative Syllabus</p>	<ol style="list-style-type: none"> 1. Concepts, Theories and Frameworks for Labour and Manpower Policy and Administration. <ul style="list-style-type: none"> ▪ The two faces of labour and manpower policy: as part of economic policy and social policy ▪ Labour process, quality of work life, work and family, work and life, and economic and social development ▪ Theories and frameworks on labour and manpower policy and administration: the Labour Economics model; the pluralist, the Marxist and the corporatist Approaches ▪ Tools and concepts for research on Labour and Manpower Policy and Administration ▪ Roles of the state in labour and manpower policy and administration 2. History and Context of Development of Labour and Manpower Policy and Administration in Hong Kong <ul style="list-style-type: none"> ▪ Socio-economic and political context affecting labour and manpower policy and administration in Hong Kong ▪ Legal framework of employment, employment practice and human resource management in Hong Kong ▪ Labour movement and trade unionism in Hong Kong 3. Major Areas in Labour and Manpower Policy and Administration in Hong Kong <ul style="list-style-type: none"> ▪ Employment and employment-related policy and regulations ▪ Occupational health/safety and employee protection and compensation ▪ Training and retraining of manpower ▪ Industrial relations ▪ Unemployment 4. Contemporary and Critical Issues in Labour and Manpower Policy and Administration: Global and Local <ul style="list-style-type: none"> ▪ Post-industrial economic development and displacement of labour force ▪ Active labour policy, assisted employment and employee retraining ▪ Marginalization/discrimination of labour and the employed poor ▪ Work life of the disadvantaged groups: women, disabled, youth, new immigrant and imported workers ▪ Unemployment and policy to activate the unemployed ▪ Recent work and employment related issues: Minimum wage, Work-hour ceiling & etc. ▪ Globalization, international workplace environment and international labour movement
<p>Teaching/Learning Methodology</p>	<p>Key concepts, relevant theories and contextual analysis of labour and manpower policy and administration in contemporary Hong Kong are discussed in lectures with both local and global perspectives. Seminars are led by teacher and/or students on critical issues relating to local labour and manpower policy and administration.</p>

Assessment Methods in Alignment with Intended Learning Outcomes	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)				
			a	b	c	d	e
	1. Term paper	40%	✓	✓	✓		
2. Problem sets	30%	✓	✓	✓			
3. Seminar presentation and participation	30%	✓	✓	✓			
Total	100%						
<p>Term paper:</p> <p>Students will write a group paper (not more than 4,000 words) on a contemporary and critical labour or manpower issue and critique the relevant labour or manpower policy that is intended to address the issue of study interest. In writing the paper, students are expected to draw upon relevant concepts and theories in analyzing the selected topic and critique the implementation of policy designed to address the issue.</p> <p>Problem sets:</p> <p>Students will work on a set of problems given to them to assess their abilities to comprehend contemporary problems, analyze the key issues, and draw their own conclusions.</p> <p>Seminar presentation and participation:</p> <p>Students will present verbally their group term paper in a succinct and coherent manner to the rest of the class and be able to respond satisfactorily to questions and critiques of their presentation.</p>							
Student Study Effort Required	Class contact:						
	▪ Lectures	28 Hrs.					
	▪ Seminars	14 Hrs.					
	Other student study effort:						
	▪ Preparation of group term paper	40 Hrs.					
	▪ Preparing for seminar presentation and participation	20 Hrs.					
	▪ Working on the problem sets	20 Hrs.					
	Total student study effort		122 Hrs.				
Medium of Instruction	English supplemented with Chinese						

Medium of Assessment	English
Reading List and References	<p>Auer, P. (2008). <i>Active labour market policies around the world: Coping with the consequences of globalization</i>. Geneva: ILO.</p> <p>Caritas Community Development Service, Asian Migrant Workers Social Service Project (2006). <i>Survey report on hardship and violations of employment contract terms encountered by foreign domestic workers in Hong Kong</i>. Hong Kong: Caritas-Hong Kong.</p> <p>Casale, G., & Sivananthiran, A. (2010). <i>The fundamentals of labour administration</i>. Geneva: International Labour Office.</p> <p>Chou, K-L., & Chow, N.W.S. (2005). To retire or not to retire: Is there an option for older workers in Hong Kong? <i>Social Policy & Administration</i>, 39(3), 233-246.</p> <p>Cohen, M. G. & Pulkingham, J. (2009). <i>Public policy for women: the State, income security, and labour market issues</i>. Toronto: University of Toronto.</p> <p>Constable, N. (2007). <i>Maid to order in Hong Kong: stories of migrant workers</i>. Ithaca: Cornell University Press.</p> <p>Cunningham, W. (2007). <i>Minimum wages and social policy: Lessons from developing countries</i>. Washington DC: The World Bank.</p> <p>England, J. E. (1989). <i>Industrial relations and law in Hong Kong, 2nd Edition</i>. Oxford University Press.</p> <p>Hedge, J. W., Borman, W. C., & Lammlein, S. E. (2006). <i>The aging workforce: realities, myths, and implications for organizations</i>. Washington DC: American Psychological Association.</p> <p>International Labour Office (2007). <i>Achieving equal employment opportunities for people with disabilities through legislation</i>. Geneva: ILO.</p> <p>International Labour Office (2007). <i>ABC of women workers' rights and gender equality</i>. Geneva: ILO.</p> <p>International Labour Office (2008). <i>Active labour market policies around the world: Coping with the consequences of globalization</i>. Geneva: ILO.</p> <p>International Labour Office (2008). <i>Global wage report 2008/09: Minimum wages and collective bargaining, towards policy coherence</i>. Geneva: ILO.</p> <p>International Labour Office (November 2009). <i>Facts on disability and decent work</i>. Geneva: ILO.</p> <p>International Labour Office (2010). <i>The minimum wage revisited in the enlarged EU</i>. Geneva: ILO.</p> <p>International Labour Office (2010). <i>Global employment trends for youth</i>. Geneva: ILO.</p>

	<p>International Labour Office (2012). <i>The youth employment crisis: Time for action</i>. Geneva: ILO.</p> <p>Moseley, J. L. (2007). <i>Training older workers and learners: Maximizing the workplace performance of an aging workforce</i>. San Francisco: Pfeiffer.</p> <p>Munnell, A. H., & Sass, S. A. (2008). <i>Working longer: The solution to the retirement income challenge</i>. Washington DC: The Brookings Institution.</p> <p>Murphy, R. (2009). <i>Labour migration and social development in contemporary China</i>. London/New York: Routledge.</p> <p>Ngan, M-h., Kam, P-k, Cheung, C-k. (2004). <i>Age discrimination in the labour market in Hong Kong: Causes and consequences at individual, organizational, and societal levels: research report</i>. Hong Kong: City University of Hong Kong.</p> <p>Ocampo, J. A., & Jomo, K. S. (2007). <i>Towards full and decent employment</i>. New York: United Nations.</p> <p>Organisation for Economic Co-operation and Development (2009). <i>In-work poverty: What can governments do?</i> (Policy Brief).</p> <p>Oxfam Hong Kong (n.d.). <i>Employed, but poor: Poverty among employed people in Hong Kong</i>.</p> <p>Public Policy Research Centre, The Chinese University of Hong Kong (2008). <i>Final report: Low-wage workers in Hong Kong</i>.</p> <p>Root, K. A., & Park, R. J. (2009). <i>Forced out: Older workers confront job loss</i>. Boulder: First Forum Press.</p> <p>Shultz, K. S., & Adams, G. A. (2007). <i>Aging and work in the 21st century</i>. Mahwah, NJ: Lawrence Erlbaum Associates.</p> <p>Thang, L. L. & Yu, W-H. (2004). <i>Old challenges, new strategies: Women, work and family in contemporary Asia</i>. Leiden: Brill.</p> <p>Tsui, A.P.Y., & Lai, K. T. (2009). <i>Professional practices of human resource management in Hong Kong : Linking HRM to organizational success</i>. Hong Kong: Hong Kong University Press.</p> <p>Young, M. B. (2007). <i>Gray skies, silver linings: How companies are forecasting, managing, and recruiting a mature workforce</i>. New York: Conferene Board.</p> <p>Women's Foundation (2008). <i>Closing the gender gap in Hong Kong: Conversations with the community</i> (check website for soft copy).</p> <p>Websites of the Hong Kong Labour Department, Equal Opportunity Commission of Hong Kong, and the International Labour Organization.</p>
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