

## Subject Description Form

<b>Subject Code</b>	APSS4524																		
<b>Subject Title</b>	Labour Policy																		
<b>Credit Value</b>	3																		
<b>Level</b>	4																		
<b>Pre-requisite / Co-requisite/ Exclusion</b>	Pre-requisite : APSS3230 Theories of Social Policy																		
<b>Assessment Methods</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">100%</th> <th style="width: 40%;">Continuous Assessment</th> <th style="width: 20%;">Individual Assessment</th> <th style="width: 30%;">Group Assessment</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Term paper</td> <td style="text-align: center;">40%</td> <td style="text-align: center;">--</td> </tr> <tr> <td>2.</td> <td>Quiz / Class Exercises</td> <td style="text-align: center;">30%</td> <td style="text-align: center;">--</td> </tr> <tr> <td>3.</td> <td>Group Project Presentation and participation</td> <td style="text-align: center;">--</td> <td style="text-align: center;">30%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>• The grade is calculated according to the percentage assigned; and</li> <li>• The completion and submission of all component assignments are required for passing the subject.</li> </ul>			100%	Continuous Assessment	Individual Assessment	Group Assessment	1.	Term paper	40%	--	2.	Quiz / Class Exercises	30%	--	3.	Group Project Presentation and participation	--	30%
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<b>Objectives</b>	<p>The subject aims to enable students to:</p> <ol style="list-style-type: none"> <li>1. develop a reflective understanding on key concepts, philosophy and ideologies underpinning labour and manpower policy and administration;</li> <li>2. have a critical grasp of the history and context of development of labour and manpower policy and administration in Hong Kong and Mainland China;</li> <li>3. critically examine the policy and practice in major areas of labour and manpower policy and administration in Hong Kong and Mainland China;</li> <li>4. To reflect on contemporary critical issues in labour and manpower policy and administration with a global and local view.</li> </ol>																		
<b>Intended Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>a. articulate basic concepts and ideologies underpinning labour and manpower policy and administration (LMPA)</li> <li>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</li> <li>c. reflect on and critique local practice in major areas of LMPA.</li> </ol>																		

<p><b>Subject Synopsis/ Indicative Syllabus</b></p>	<ol style="list-style-type: none"> <li>1. Concepts, Theories and Frameworks for Labour and Manpower Policy and Administration. <ul style="list-style-type: none"> <li>• The two faces of labour and manpower policy: as part of economic policy and social policy</li> <li>• Labour process, quality of work life, work and family, work and life, and economic and social development</li> <li>• Theories and Frameworks on labour and manpower policy and administration: the Labour Economics model; the pluralist, the Marxist and the corporatist Approaches</li> <li>• Tools and Concepts for research on labour and manpower policy and administration</li> <li>• Roles of the state in labour and manpower policy and administration</li> </ul> </li>   <li>2. History and Context of Development of Labour and Manpower Policy and Administration in Hong Kong and Mainland China <ul style="list-style-type: none"> <li>• Socio-economic and political context affecting labour and manpower policy and administration</li> <li>• Legal framework of employment, employment practice and human resource management</li> <li>• Labour movement and trade unionism</li> </ul> </li>   <li>3. Major Areas in labour and manpower policy and administration in Hong Kong and Mainland China <ul style="list-style-type: none"> <li>• Employment and employment-related policy and regulations</li> <li>• Occupational health/safety and employee protection and compensation</li> <li>• Training and retraining of manpower</li> <li>• Industrial relations</li> <li>• Unemployment</li> </ul> </li>   <li>4. Contemporary and Critical Issues in Labour and manpower policy and administration: Global and Local <ul style="list-style-type: none"> <li>• Post-industrial economic development and displacement of labour force</li> <li>• Active labour policy, assisted employment and employee retraining</li> <li>• Marginalization/discrimination of labour and the employed poor</li> <li>• Work life of the disadvantaged groups: women, disabled, youth, new immigrant and imported workers</li> <li>• Unemployment and policy to activate the unemployed</li> <li>• Recent work and employment related issues: Minimum wage, Work-hour ceiling &amp; etc.</li> <li>• Globalization, International Workplace Environment and International Labour Movement</li> </ul> </li> </ol>
<p><b>Teaching/Learning Methodology</b></p>	<p>Key concepts, relevant theories and contextual analysis of labour and manpower policy in contemporary Hong Kong and international settings are covered in lectures. Seminars are provided to students to discuss critical issues arising from their readings and research relating to local labour and manpower policy.</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			
	1. Term paper	40 %	✓	✓	✓			
2. Quiz / Class Exercises	30 %	✓	✓	✓				
3. Group Project Presentation and participation	30 %	✓	✓	✓				
Total	100 %							
<p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</p> <p><u>Term paper:</u> Students are required to submit an individual term paper (not more than 3,000 words) on a contemporary and critical labour or manpower issue and critique the relevant labour or manpower policy. 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><u>Quiz / Class Exercises:</u> Two sets of quiz / class exercises will be conducted in class. Students are required to write short essays or to answer short questions relating to lecture inputs and current labour policy issues.</p> <p><u>Project presentation and participation:</u> Students have to team up to work on a project and to deliver a verbal presentation in class, so as to convey their findings in a coherent manner and be able to respond satisfactorily to questions and critiques of their presentation They are also required to submit a group project report after the presentation.</p>								
Student Study Effort Expected	Class contact:							
	▪ Lectures						27 Hrs.	
	▪ Project Presentation						12 Hrs.	
	Other student study effort:							
	▪ Reading, preparing for the Quizzes/ Class Exercises						50 Hrs.	
	▪ Preparation for Group Project Presentation						15 Hrs.	
	▪ Term Paper Writing						20 Hrs.	
	Total student study effort						124 Hrs.	
Reading List and References	<p><u>Essential</u></p> <p>Auer, P. (2008). <i>Active labour market policies around the world: Coping with the consequences of globalization</i> (2<sup>nd</sup> ed.). Geneva: International Labor Office.</p>							

Coffey, D., & Thornley, C. (2009). *Globalization and varieties of capitalism: New Labour, economic policy and the abject state*. New York: Palgrave Macmillan.

Coulter, S. (2014). *New labor policy, industrial relations and the trade unions*. Houndmills, Basingstoke, Hampshire: Palgrave Macmillan.

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#### Supplementary

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- Pun, N., & Lu, H-L. (2010, July). A culture of violence: The labor subcontracting system and collective actions by construction workers in post-socialist China. *The China Journal*, (64), 143-158.
- Ruhs, M., & Anderson, B. (Eds.) (2010). *Who needs migrant workers?: Labour shortages, immigration, and public policy*. Oxford: Oxford University Press.
- Shultz, K. S., & Adams, G. A.(Eds.) (2007). *Aging and work in the 21<sup>st</sup> century*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Wehman, P., Inge, K., J., Revell, W. G., & Brooke, V. A. (2007). *Real work for real pay: Inclusive employment for people with disabilities*. Baltimore, Md.: Paul H. Brookes Publishing.
- 岳经纶 (2007)。 *中国劳动政策：市场化与全球化的视野*。北京：社会科学文献出版社，第 1 版。
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