

Subject Description Form

Subject Code	APSS4538														
Subject Title	The Future of Work and Inequality: Comparative Perspectives														
Credit Value	3														
Level	4														
Pre-requisite/ Co-requisite/ Exclusion	<p><u>Pre-requisite:</u></p> <p>APSS3230 Theories of Social Policy</p> <p>Exclusion :</p> <p>APSS4512 Labour and Welfare Policy APSS4532 Labour and Welfare</p>														
Assessment Methods	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">100% Continuous Assessment</th> <th style="width: 25%;">Individual Assessment</th> <th style="width: 25%;">Group Assessment</th> </tr> </thead> <tbody> <tr> <td>1. Individual term Paper</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">0%</td> </tr> <tr> <td>2. Participation</td> <td style="text-align: center;">15%</td> <td style="text-align: center;">0%</td> </tr> <tr> <td>3. Group Project Presentation</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">35%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> The grade is calculated according to the percentage assigned; The completion and submission of all component assignments are required for passing the subject; and Student must pass all component(s) if he/she is to pass the subject. 			100% Continuous Assessment	Individual Assessment	Group Assessment	1. Individual term Paper	50%	0%	2. Participation	15%	0%	3. Group Project Presentation	0%	35%
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1. Individual term Paper	50%	0%													
2. Participation	15%	0%													
3. Group Project Presentation	0%	35%													
Objectives	<p>The subject aims to enable students to:</p> <ol style="list-style-type: none"> 1. develop a reflective understanding on key concepts, philosophy and ideologies underpinning labour and welfare policy, with attention to emerging trends shaping the future of work; 2. have a critical grasp of the history and context of development of labour and welfare policy in both Western societies and East Asia, including Hong Kong; 3. critically examine the policy and practice in major areas of labour and welfare, drawing on comparative insights from the West and East Asia (including Hong Kong); 														

	<ol style="list-style-type: none"> 4. apply a policy analysis framework in a chosen labour market and social inequality, including those arising from technological change, globalization, and shifting employment patterns; 5. reflect on contemporary critical issues in labour and welfare policy with a global and local view.
<p>Intended Learning Outcomes</p>	<p>Upon completion of the subject, students are able to:</p> <ol style="list-style-type: none"> a. Articulate basic concepts and ideologies underpinning labour and welfare policy; b. demonstrate broad-brush understanding of local and global context of labour and welfare policy as well as current issues and concerns relating to the quality of life of the population; c. reflect on and critique local and global practice in major areas of labour and welfare policy; <p>utilize a critical global perspective in evaluating current issues in labour and welfare policy.</p>
<p>Subject Synopsis/ Indicative Syllabus</p>	<ol style="list-style-type: none"> 1. Key concepts: Labour market inequality, social stratification, social issues, and the future of work. <ul style="list-style-type: none"> • The two faces of labour and welfare policy: as part of economic policy and social policy • Theories and frameworks on labour and welfare policy, e.g. the pluralist, the Marxist and the corporatist Approaches • Tools and concepts for research on labour and welfare policy • Roles of the state in labour and welfare policy 2. History and context of development of labour and welfare policy in the world and Hong Kong. <ul style="list-style-type: none"> • Socio-economic and political context affecting labour and welfare policy • Labour movement and trade unionism • Welfare reforms • Youth poverty 3. Precarious and nonstandard employment in an era of uncertainty. <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 • Privatization • Contracting out welfare services • Unemployment and poverty • Welfare vs. workfare

	<ul style="list-style-type: none"> • Gender, work, and family • Gender inequality in the division of paid and unpaid labour <p>4. Contemporary and critical issues in labour and welfare policy: Global and local.</p> <ul style="list-style-type: none"> • Post-industrial economic development and displacement of labour force • Marginalization/discrimination of labour and the employed poor • Work and welfare of the disadvantaged groups, e.g. women, disabled, youth, and new immigrants • Unemployment and policy to activate the unemployed • • • Global migration flows, labour market segmentation, and discrimination against immigrants • School-to-work transition and youth unemployment
<p>Teaching/Learning Methodology</p>	<p>This subject consists of a series of related lectures and project presentations. Since the major aim of this subject is to develop critical thinking and analytical ability, an interactive approach is adopted to encourage discussions and debates on labour and welfare policy issues. Policy issues and cases will be highlighted in lectures for discussion. Students are also required to present on selected policy issues, through which they will learn to develop knowledge in a specific area and to articulate their arguments systematically.</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		
	1. Individual term paper	50 %	√	√	√	√		
	2. Participation	15%	√	√	√	√		
	3. Group Project Presentation	35%	√	√	√	√		
	Total	100 %						
<p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</p> <p><u>Individual term paper:</u> Students are required to submit an individual term paper on a contemporary and critical labour or welfare issue and critique the relevant labour or welfare 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>Participation:</u> Students are expected to attend all classes unless legitimate reasons are provided for absences or tardiness. Attendance will be recorded and evaluated.</p> <p><u>Group project presentation:</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.</p>								
Student Study Effort Required	Class contact:							
	▪ Lecture		39 Hrs.					
	Other student study effort:							
	▪ Preparation for Group Project Presentation		50 Hrs.					
	▪ Preparation for Individual Term Paper		36 Hrs.					
	Total student study effort		125 Hrs.					

Reading List and References

Essential

Alcock, P. & Powell M. (Eds.) (2011). *Welfare theory and development*. London: Sage.

Boeckmann, Irene, Joya Misra, and Michelle J. Budig. 2015. "Cultural and institutional factors shaping mothers' employment and working hours in postindustrial countries." *Social Forces* 93(4): 1301-1333.

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

Gilbert, N. & Terrell, P. (2010). *Dimensions of social welfare policy*. (7th ed.). Boston: Allyn & Bacon.

International Labour Organization (ILO). 2016. *Non-standard employment around the world: Understanding challenges, shaping prospects*. Geneva: International Labour Office.

Kan, Man-Yee, Muzhi Zhou, Kamila Kolpashnikova, Ekaterina Hertog, Shohei Yoda, and Jiweon Jun. 2022. "Revisiting the gender revolution: Time on paid work, domestic work, and total work in East Asian and western societies 1985–2016." *Gender & Society* 36(3): 368-396.

Segal, E. A. (2016). *Social welfare policy & social programs: a values perspective*. (4th ed.). Belmont (CA): Brooks/Cole/Cengage Learning.

Supplementary

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- Lowell, T. (2007). *Labor in the new urban battleground: Local solidarity in a global economy*. Ithaca, N.Y.: Cornell University Press.
- Moseley, J. L. (2007). *Training older workers and learners: Maximizing the workplace performance of an aging workforce*. San Francisco, Calif.: Pfeiffer.
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- Oren, M. L.W. (2011). *Wage policy, income distribution, and democratic policy*. London, New York: Routledge
- Paludi, M.A. (Ed.). (2014). *Women, work, and family: how companies thrive with a 21st century multicultural workforce*. Santa Barbara, Calif.: Praeger.
- Pollin, R. (2008). *A measure of fairness: the economics of living wages and minimum wages in the United States*. Ithaca: ILR Press.
- Powell, J.L., & Hendricks, J. (2009). *The welfare state in post-industrial society: a global perspective*. London: Springer.
- Pun, N., Chan, N., & Chan, J. (2010). The role of the state, labour policy and migrant workers' struggles in globalized China. *Global Labor Journal*, 1(1), 132-151.
- Pun, N., & Lu, H-L. (2010). Unfinished proletarianization: Self, anger and class action of the second generation of peasant-workers in reform China. *Modern China*, 36(5), 493–519.
- 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.
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- Shultz, K. S., & Adams, G. A. (Eds.) (2007). *Aging and work in the 21st century*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Wang, Jia. 2023. "Mothers' nonstandard work schedules and children's behavior problems: Divergent patterns by maternal education." *Research in Social Stratification and Mobility*: 100784.

Wang, Jia, and Theodore P. Gerber. 2023. "The variable disadvantage of nonstandard employment for entering homeownership in Russia and Urban China: The potential role of mortgage prevalence." *Social Forces* 101(4): 1712-1743.

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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.

Yeung, Wei-Jun Jean, and Nanxun Li. 2023. "Paternity leave, family dynamics, and children's behavior in Singapore." *Journal of Marriage and Family* 85(2): 580-602.