

## Subject Description Form

<b>Subject Code</b>	APSS4532														
<b>Subject Title</b>	Labour and Welfare														
<b>Credit Value</b>	3														
<b>Level</b>	4														
<b>Pre-requisite/ Co-requisite/ Exclusion</b>	<u>Pre-requisite:</u> APSS3230 Theories of Social Policy <u>Exclusion:</u> APSS4512 Labour and Welfare Policy														
<b>Assessment Methods</b>	<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. Participation</td> <td style="text-align: center;">15%</td> <td style="text-align: center;">0%</td> </tr> <tr> <td>2. Group Project Presentation</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">35%</td> </tr> <tr> <td>3. Term Paper</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">0%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>The grade is calculated according to the percentage assigned;</li> <li>The completion and submission of all component assignments are required for passing the subject; and</li> <li>Student must pass all component(s) if he/she is to pass the subject.</li> </ul>			100% Continuous Assessment	Individual Assessment	Group Assessment	1. Participation	15%	0%	2. Group Project Presentation	0%	35%	3. Term Paper	50%	0%
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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 the development of labour and welfare issues;</li> <li>2. have a critical grasp of the history and context of development of labour and welfare policy in Hong Kong;</li> <li>3. critically examine issues and policies in major areas of labour and welfare in Hong Kong;</li> <li>4. apply a suitable analysis framework in a chosen labour and welfare issue;</li> <li>5. reflect on contemporary critical issues in the development of labour and welfare policy with a global and local view.</li> </ol>														

<p><b>Intended Learning Outcomes</b></p>	<p>Upon completion of the subject, students are able to:</p> <ol style="list-style-type: none"> <li>a. articulate basic concepts and ideologies underpinning labour and welfare issues;</li> <li>b. demonstrate broad-brush understanding of local context of labour and welfare policy as well as current issues and concerns relating to the quality of life of the population;</li> <li>c. reflect on and critique local issues and policies in major areas of labour and welfare ;</li> <li>d. utilize a critical global perspective in evaluating current issues in labour and welfare policy;</li> <li>e. develop creative and problem-solving abilities in addressing labour and welfare issues.</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 welfare policy. <ul style="list-style-type: none"> <li>• The two faces of labour and welfare policy: as part of economic policy and social policy</li> <li>• Theories and frameworks on labour and welfare policy, e.g. the pluralist, the Marxist and the corporatist Approaches</li> <li>• Tools and concepts for research on labour and welfare policy</li> <li>• Roles of the state in labour and welfare policy</li> </ul> </li> <li>2. History and context of development of labour and welfare issues in Hong Kong. <ul style="list-style-type: none"> <li>• Socio-economic and political context affecting labour and welfare issues</li> <li>• Labour movement and trade unionism</li> <li>• Welfare reforms</li> </ul> </li> <li>3. Major areas in labour and welfare issues in Hong Kong. <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>• Privatization</li> <li>• Contracting out welfare services</li> <li>• Unemployment and poverty</li> <li>• Welfare vs. workfare</li> </ul> </li> <li>4. Contemporary and critical issues in labour and welfare policy: Global and local. <ul style="list-style-type: none"> <li>• Post-industrial economic development and displacement of labour force</li> <li>• Marginalization/discrimination of labour and the employed poor</li> </ul> </li> </ol>

	<ul style="list-style-type: none"> <li>• Work and welfare of the disadvantaged groups, e.g. women, disabled, youth, and new immigrants</li> <li>• Unemployment and policy to activate the unemployed</li> <li>• Recent labour and welfare related issues: Minimum wage, work-hour ceiling, from welfare states to welfare societies, financialization of welfare, etc.</li> <li>• Globalization, international trends in labour and welfare policy</li> </ul>																																								
<b>Teaching/Learning Methodology</b>	<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 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>																																								
<b>Assessment Methods in Alignment with Intended Learning Outcomes</b>	<table border="1" data-bbox="496 869 1430 1411"> <thead> <tr> <th rowspan="2">Specific assessment methods/tasks</th> <th rowspan="2">% weighting</th> <th colspan="5">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th>a</th> <th>b</th> <th>c</th> <th>d</th> <th>e</th> </tr> </thead> <tbody> <tr> <td>1. Participation</td> <td>15%</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> <tr> <td>2. Group Project Presentation</td> <td>35%</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> <tr> <td>3. Term Paper</td> <td>50%</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> <tr> <td>Total</td> <td>100 %</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</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, convey their findings in a coherent manner and be able to respond satisfactorily to questions and critiques of their presentation. In the process of exploring the themes they have chosen, students need to develop their own perspective and own stance, in doing so, they need to identify information from various sources, study and</p>	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					a	b	c	d	e	1. Participation	15%	√	√	√	√	√	2. Group Project Presentation	35%	√	√	√	√	√	3. Term Paper	50%	√	√	√	√	√	Total	100 %					
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	<p>analyze the relevance of these information and further discuss them with their fellow students before arriving at a conclusion.</p> <p><u>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>	
<b>Student Study Effort Required</b>	Class contact:	
	▪ Lecture and Project Presentation	39 Hrs.
	Other student study effort:	
	▪ Preparation for Project Presentation	36 Hrs.
	▪ Preparation for Term Paper	40 Hrs.
	Total student study effort	115 Hrs.
<b>Reading List and References</b>	<p><b><u>Essential</u></b></p> <p>Alcock, P. &amp; Powell M. (Eds.) (2011). <i>Welfare theory and development</i>. London: Sage.</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> <p>Coffey, D., &amp; Thornley, C. (2009). <i>Globalization and varieties of capitalism: New Labour, economic policy and the abject state</i>. NY: Palgrave Macmillan.</p> <p>Coulter, S. (2014). <i>New labor policy, industrial relations and the trade unions</i>. Houndmills, Basingstoke, Hampshire: Palgrave Macmillan.</p> <p>Gilbert, N. &amp; Terrell, P. (2010). <i>Dimensions of social welfare policy</i>. (7<sup>th</sup> ed.). Boston: Allyn &amp; Bacon.</p> <p>Segal, E. A. (2016). <i>Social welfare policy &amp; social programs: a values perspective</i>. (4<sup>th</sup> ed.). Belmont (CA): Brooks/Cole/Cengage Learning.</p> <p><b><u>Supplementary</u></b></p> <p>Atkins, J. (2011). <i>Justifying new labor policy</i>. Houndmills, Basingstoke, Hampshire, New York: Palgrave Macmillan.</p> <p>Blau, J. &amp; Abramovitz, M. (2014). <i>The dynamics of social welfare policy</i> (4<sup>th</sup> ed.). NY: Oxford University Press.</p>	

	<p>Burden, T. (2000). <i>'Modernizing' social policy: Unravelling New Labour's welfare reforms</i>. Aldershot: Ashgate.</p> <p>Cohen, M. G. &amp; Pulkingham, J. (2009). <i>Public policy for women: The state, income security, and labour market issues</i>. Toronto: University of Toronto Press.</p> <p>Constable, N. (2007). <i>Maid to order in Hong Kong: Stories of migrant workers</i> (2<sup>nd</sup> ed.). Ithaca: Cornell University Press.</p> <p>Cunningham, W. V. (2007). <i>Minimum wages and social policy: Lessons from developing countries</i>. Washington DC: World Bank.</p> <p>Greve, B. (2013). <i>The Routledge handbook of the welfare state</i>. Abingdon: Routledge.</p> <p>Kuenne, R. (Ed.) (2000). <i>Readings in social welfare: theory and policy</i>. Malden, MA.: Blackwell Publishers.</p> <p>Lee, M. K. (2000). <i>Chinese occupational welfare in market transition</i>. Basingstoke: Macmillan.</p> <p>Lowell, T. (2007). <i>Labor in the new urban battleground: Local solidarity in a global economy</i>. Ithaca, N.Y.: Cornell University Press.</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., &amp; Sass, S. A. (2008). <i>Working longer: The solution to the retirement income challenge</i>. The Brookings Institution Press.</p> <p>Ocampo, J. A., &amp; Jomo, K. S. (Eds.) (2007). <i>Towards full and decent employment</i>. London: Zed in association with the United Nations.</p> <p>Oren, M. L.W. (2011). <i>Wage policy, income distribution, and democratic policy</i>. London, New York: Routledge</p> <p>Paludi, M.A. (Ed.). (2014). <i>Women, work, and family: how companies thrive with a 21<sup>st</sup> century multicultural workforce</i>. Santa Barbara: Praeger.</p> <p>Pollin, R. (2008). <i>A measure of fairness: the economics of living wages and minimum wages in the United States</i>. Ithaca: ILR Press.</p> <p>Powell, J.L., &amp; Hendricks, J. (2009). <i>The welfare state in post-industrial society: a global perspective</i>. London: Springer.</p> <p>Pun, N., Chan, N., &amp; Chan, J. (2010). The role of the state, labour policy and migrant workers' struggles in globalized China. <i>Global Labor Journal</i>, 1(1), 132-151.</p>
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Ruhs, M., & Anderson, B. (Eds.) (2010). *Who needs migrant workers? Labour shortages, immigration, and public policy*. 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.

李健正、趙維生、梁麗清、陳錦華編 (1999)。〈新社會政策〉。香港：中文大學出版社。