

The Chinese University of Hong Kong  
Department of Social Work  
**2009/10 second Term**  
**SWK4592B SEMINAR XI : Labour and Employment**

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## **1. Course Objectives**

**The primary aim of the course is to provide students with value, knowledge and skills on employment and labour services in Hong Kong. By the end of the course, students should be able to:**

1. Develop an understanding of the meaning and nature of labour and employment issues in Hong Kong and other contemporary societies;
2. Examine the extent of economic insecurity and unemployment in Hong Kong and in other societies e.g. China and UK;
3. Become familiar with the historical development, political and economic context, current provisions of labour and employment services in Hong Kong;
4. Study and review labour and employment services as a strategy in combat economic insecurity and unemployment;
5. Analyze current debate regarding the philosophy, strategy and future direction of labour and employment services in Hong Kong and in other countries.

## 2. Course Content and Tentative Course Schedule

<i>Week(s)</i>	<i>Topics and Readings</i>
1 (13/1)	<p><b>Course Introduction</b></p> <ul style="list-style-type: none"> <li>● Economic Insecurity in Hong Kong under globalisation and regionalisation</li> <li>● Labour and Employment Services: definition and choices</li> <li>● Union-based, centre-based, and workplace-based service model.</li> <li>● Service Providers: Government/ Unions/ Labour organizations/ Welfare Organisation</li> </ul>
2 (20/1)	<p><b>The Changing Employment of Hong Kong</b></p> <ul style="list-style-type: none"> <li>● Deindustrialisation and White-collarisation</li> <li>● Marginalisation and Flexible accumulation</li> <li>● Globalisation and Regionalisation: Impact of open door policy of China, WTO and CEPA</li> </ul>
3 (27/1)	<p><b>Labour Legislation and Labour Services in Hong Kong</b></p> <ul style="list-style-type: none"> <li>● Labour Legislation</li> <li>● Services of the Labour Department: <ul style="list-style-type: none"> <li>■ Employment</li> <li>■ Labour Relations</li> <li>■ Health and Safety</li> </ul> </li> <li>● Services of Unions <ul style="list-style-type: none"> <li>■ Development of union-base recreation and education services: the case of FTU(工聯);</li> <li>■ The rise of labour legislation and labour legislation consultation: the case of CIC (基督教工業委員會);</li> <li>■ Labour/ union education and labour/ union organising: the case of CTU(工盟);</li> </ul> </li> <li>● Handling of labour disputes, procedures and roles of different parties</li> </ul>

<i>Week(s)</i>	<i>Topics and Readings</i>
4 (3/2)	<b>Field and Agency Visit 1: Labour services</b> <ul style="list-style-type: none"> <li>● Union-based Service <ul style="list-style-type: none"> <li>■ Retraining Centre</li> <li>■ Labour Dispute Service</li> <li>■ Employment</li> </ul> </li> <li>● Government Service</li> </ul>
5 (10/2)	<b>Employment Services in Hong Kong and overseas</b> <ul style="list-style-type: none"> <li>● Job and Career Counseling</li> <li>● Employment Assistance Programme (EAP) – idea of occupational social work</li> <li>● Social-Goal/ Consciousness Raising Groups for Labour</li> <li>● Occupational Social Work</li> </ul>
6 (24/2) *17/2 is a holiday	<b>Training and Education Services in HK and overseas</b> <ul style="list-style-type: none"> <li>● From School to Work: the OECD employment studies</li> <li>● Vocational Training and pre-Vocational training</li> <li>● Youth Training Schemes</li> <li>● Retraining Schemes</li> <li>● The CET model in USA</li> </ul>
7 (3/3)	<b>Services to the unemployed and marginal workers</b> <ul style="list-style-type: none"> <li>● Definition of unemployment: the social and statistical construction;</li> <li>● Social and Economic Impact of unemployment on individual, family and community;</li> <li>● Employment assistance schemes for CSSA recipients: AEA, SJAP and IEAP;</li> <li>● Workers Co-operatives and Community Economic Development Project.</li> <li>● Social Entreprises</li> </ul>
8 (10/3)	<b>Current Labour Issues and debates</b> <ul style="list-style-type: none"> <li>● <b>Working Poor &amp; Statutory Minimum Wage</b></li> <li>● <b>Universal Retirement Benefit</b></li> </ul>

Week(s)	Topics and Readings
9 (17/3)	<b>Field and Agency Visit 2:</b> <ul style="list-style-type: none"> <li>● Services of Labour Organisations <ul style="list-style-type: none"> <li>■ CED/ Co-op</li> </ul> </li> <li>● Services of Welfare Organisations: <ul style="list-style-type: none"> <li>■ Youth Training</li> </ul> </li> </ul>
10 (24/3)	<ul style="list-style-type: none"> <li>● <b>Presentation (I) : CED &amp; Social Enterprise</b></li> </ul>
11 (31/3)	<ul style="list-style-type: none"> <li>● <b>Presentation (II): Youth</b></li> </ul>
12 (7/4)	<ul style="list-style-type: none"> <li>● <b>Presentation (III): Women</b></li> </ul>
13 (14/4)	<ul style="list-style-type: none"> <li>● <b>Presentation (IV): Disable &amp; Ethnic Minorities</b></li> </ul>
14 (21/4)	<b>Conclusion and Course Evaluation</b> <ul style="list-style-type: none"> <li>● Issues and criticisms of current strategies and programme of labour and employment programme</li> <li>● Debates and controversies on future development of labour and employment services</li> </ul>

### 3. Course Requirements

1. Class Attendance: 100% of the total seminar hours. (Any student who fails to fulfill this requirement will obtain a F grade for this course)
2. Assessment and Assignments:

<u>Method</u>	<u>Weightings</u>
Reflection Journal	10%
Group Presentation	30%
Term Paper	50%
Participation	10%

- Two field and agency visits will be held on week 4 and week 9, students are expected to write a reflection journal about one of the field visits to reflect their experiences and concepts on unemployment and employment issues and the provision of labour services in Hong Kong. The length of the journal should be about 1500 words in Chinese or 2000 words in English. The deadline of submission of the reflection journal is March 24, 2010 (Wednesday).
- Students are required to form small groups of 4 persons. Each group is responsible to present a topic listed in the course outline or other topics mutually agreed by the group and the instructor. The students need to conduct their own research and may need to visit agencies and clients. The presentation will focus on the current model of services in Hong Kong, the strength and weakness of such model and how to improve the current service model and provisions. The student presentation will last for 2 hours, a 40-40-40 distribution of time use is recommended. Student may want to invite workers/clients as guest speakers or video tape the interviews and introduce the interviews to the class. The time in inviting guest speakers or presenting video should less than 40 minutes; the student presentation should last for another 40 minutes and the discussion will last for the last 40 minutes. The group members are also responsible for leading discussion and answering question in the 40 minutes discussion time. The instructor will use the remaining time (45 minutes) to clarify concepts raised and critically comment the presentation.
- Students should write an individual term paper at the end of the course. Students are required to select a labour and employment services/ programme/ model, critically review the effectiveness and suitability of the provision of such services/ programmes/ models in tacking the individual, community and social need concerning employment of the targeted client

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- The length of the term paper should be about 4000 words in Chinese or 5000 words in English. The deadline of submission of the term paper is May 7, 2009 (Friday).
- All assignments should be handed through WebCT, marks will be deducted for late submission. Comments of the assignments can be collected through WebCT.
- Students are expected to actively participate in the class discussion as well as the WebCT forum discussion, which constitutes 10% of the total assessment.

**■Honesty in academic work**

- Attention is drawn to University policy and regulations on honesty in academic work, and to the disciplinary guidelines and procedures applicable to breaches of such policy and regulations. Details may be found at <http://www.cuhk.edu.hk/policy/academichonesty/> .
- The term paper should be verified by the VeriGuide System and submit via the WebCT .

## 4. References:

- Essential References

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### General References on specific topics:

\* Recommended Reference

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- **Flexible Accumulation**

Althausser, Robert P. and Kalleberg Arne L. (1981) "Firms, Occupations, and the Structure of Labor Markets: A Conceptual Analysis" in Ivan Berg (ed.) *Sociological Perspective on Labor Market*, Academic Press, pp.119-49.

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## ● **Youth Training and Education**

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## ● **Social Security and Workfare**

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Please refer to Wong Hung's Personal Web page

<http://web.swk.cuhk.edu.hk/~hwong/index.htm>

on debates on setting up minimum wage and collective bargaining in Hong Kong.

香港天主教勞工事務委員會 「工道自在」文集

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