



ENTRY REQUIREMENTS

Candidates should normally possess an honours degree in Labour Studies, Human Resource Management, the Social Sciences or related fields from internationally accredited universities.

Applicants from varied academic backgrounds will be assessed on the basis of transcripts of grades from prior undergraduate or graduate experiences, letters of reference and prior work experience.

Initiative, willingness to work independently and overall interest in Labour and Employment issues will be important characteristics of successful candidates. The Faculty Sub-Committee will seek evidence of these characteristics in the applications.

All successful entrants will be subject to the relevant regulations of the U.W.I Board for Graduate Studies and Research.

PROGRAMME COST

The fee for participants entering the M.Sc. Labour and Employment Relations is BDS\$20,000 (US\$10,000), which covers the entire programme, including tuition for the courses and course materials. Fees payable in full or per course on registration.

The Tuition Fee is exclusive of the applicable University Registration Fees i.e. Amenities, Guild and ID Card.

Students are required to pay these fees to the respective campus.

Annual University Registration Fees (2008/2009)

University Registration Fees are NOT included in the cost of the tuition fee.

These fees are as follows:

Amenities Fees	– BDS\$700.00	(US\$350.00)
Guild Fees	– BDS\$120.00	(US\$60.00)
ID Card (First year only)	– BDS\$25.00	(US\$12.50)

Students enrolled in this self-financed programme are billed for the courses for which they register each semester. Fees are payable immediately on registration. University fees are additional to the programme fees and are billed on registration every semester until the degree has been awarded.

University Registration Fees are subject to change in 2009/2010.

CONTACT INFORMATION FOR M.Sc. Labour and Employment Relations

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TAUGHT HIGHER DEGREE PROGRAMMES

FACULTY OF HUMANITIES & EDUCATION

MA Cultural Studies
 MA Heritage Studies
 MA History
 MA Linguistics
 MA Post-Colonial Literatures In English
 Masters of Education
 MA Spanish Language & Literature
 MA French Language and African & Caribbean Literatures in French

FACULTY OF LAW

LLM and Graduate Diploma in
 Corporate and Commercial Law
 Legislative Drafting
 Public Law

FACULTY OF MEDICAL SCIENCES

Master of Public Health
 Master of Public Health in Health Services Management
 Graduate Diploma in Health Services Management
 M.Sc. Family Medicine
 Diploma Family Medicine

FACULTY OF PURE & APPLIED SCIENCES

MSc Electronic Commerce
 MSc Natural Resource and Environmental Management

FACULTY OF SOCIAL SCIENCES

Master of Social Work
 MSc Applied Psychology
 MSc Banking & Finance
 MSc Counselling Psychology
 MSc Cricket Studies
 MSc E-Governance for Developing States
 MSc Financial and Business Economics
 MSc Integration Studies
 MSc International Management
 MSc International Trade Policy
 MSc Labour & Employment Relations
 MSc Project Management & Evaluation
 MSc Tourism & Hospitality Management

UWI also offers a range of MPhil and PhD programmes in a number of areas.

Information on these as well as our application process, online application forms, and the documentation required can be found at:

www.cavehill.uwi.edu/Gradstudies

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The University of the West Indies
Cave Hill Campus



**Masters Programme
Faculty of Social Sciences**

FACULTY OFFICE

M.Sc. Labour and Employment Relations

2009-2010



PROGRAMME SUMMARY

The M.Sc. Labour and Employment Relations degree is geared towards shaping the workplace of the future. It is specifically designed to build upon and advance participants' knowledge and practical experience. It prepares them for the enhancement of their careers in human resource management, industrial and labour relations, labour economics or as trade union or labour researchers.

INTRODUCTION

The labour and employment relations programme examines relations between management and workers. It is an important discipline to engage analysis of the powerful neo-liberal and global capitalism which is increasingly shaping the world of work and employment, and which has profound implications for work relationships. This programme reflects what can be a strategic response to inform and lend positive support to the public sector and private sector decision-making systems with regard to national, regional and international forces which impact on or have implications for employment policy, industrial/labour relations and labour legislation. Labour and employment relations will therefore seek to provide a broad understanding of myriad social, economic and political agendas in the Caribbean and closely examine how labour and employment issues are linked to the broad development trends in the region which are increasingly being shaped by a combination of international forces and impending arrangements for hemispheric integration. (c. f. Neville Ying, Labour & Employment Relations, Mona School of Business, UWI Mona 2004)

The M.Sc. Labour and Employment Relations degree is geared towards impacting the workplace of the future. It is specifically designed to build upon and advance participants' knowledge and practical experience. It prepares them for the enhancement of their careers in human resource management, industrial and labour relations, labour economics or as trade union or labour researchers.

Labour and Employment Relations is more often associated with the debate as it pertains to employer relationship with unionised employees, but it is also about the relationship of the employer with non-unionised employees, recognising that such relationships are to a large extent dictated to by the Government and the various regulations it provides to the employer regarding the treatment of employees. As a result of the multi-disciplinary nature required in the practice of labour and employment relations, the M.Sc. Labour and Employment Relations programme encompasses specializations in specifically defined categories so as to provide objectivity and an extensive array of formal training to match the practical functions of labour relations systems.

AIMS AND OBJECTIVES

- The development of a cadre of graduate students with a high level and comprehensive understanding of labour history, labour relations, and employment issues confronted in the workplace.
- In acquiring this understanding, students will develop advanced abilities in analysis and independent work which will equip them to deal skilfully with new circumstances and issues arising in the workplace.
- The skills and knowledge provide graduates with the necessary tools for a greater degree of understanding and management of labour relations.

COURSE OF STUDY

The M.Sc. Labour and Employment Relations degree will span twelve months of full-time study. The programme will include core courses, electives, the practicum or the dissertation. The teaching of ten courses will span two semesters, inclusive of coursework assignments and end of semester examinations. The three-month practicum component will commence after participants have completed the first semester's courses. The dissertation commences in semester two and therefore enables participants to incorporate their educational and practical experiences into their research paper. Students are expected to gain thirty-nine (39) overall credits- 10 courses (3 credits per course), the practicum (9 credits) or the dissertation (9 credits).

In semester one of the masters programme students will complete four of the five core courses and workshops in Research methods equal to a half course. A further series of Research Methods workshops will continue in the second semester and will equal an additional half course. The practicum component of the programme will follow the second semester. On completion of the practicum, students have to complete a written report of 15,000 words.

The practicum is intended to offer an opportunity to acquire valuable practical experience, as well as to relate that experience with the materials covered in the programme of study. The practicum takes the form of an attachment to any organization whose core business is labour and employment relations (e.g. Trade Unions, Departments of Labour, Ministry of the Civil Service or the Employers' Confederation. Alternatively the Practicum will be done with an organization which can provide the type of exposure to some of the key areas of the programme such as Human Resources Management or Industrial Relations.

Students are expected to develop along with their academic supervisor, a clear statement of the practicum objectives and the nature of the activities in which they intend to engage. This "prospectus" will be used as a basis for entering into a "contractual arrangement" with the host organization, which will identify a supervisor/mentor to work closely with and guide the activities of the student.

Both the academic supervisor and the company representative are expected to monitor the student's progress and to provide a mid-term and final progress report, which will be used to determine whether the student has successfully completed the Practicum.

The student will also be expected to maintain a "journal" of his/her experience, with a clear focus on the activities so as to offer an opportunity for reflection on the connections between the practical and academic work undertaken. The student will also provide a report of his/her experience.

In semester II students will take the remaining core course, plus three electives and the half course in Research Methods. Those students opting for the dissertation will start their research projects during this semester and will have to submit the completed research project by the end of the twelve month programme. The dissertation will be prepared in compliance with the established regulations laid out by the Board of Graduate Studies and Research.

PROGRAMME STRUCTURE

Core Courses

- Labour History
- Employment Relations in a Global Environment
- International Labour Law
- Collective Bargaining and Disputes Resolution
- Compensation and Benefits Policy

- Compulsory Workshop

- Research Methods (6 credits) (Semester I & II)

Electives (choice of 3 from the list)

- Gender and Work
- Organizational and Industrial Psychology
- Occupational Safety, Health and the Environment
- Labour Economics
- Human Resources Information Systems
- Contemporary Issues in Employment Policy
- Human Resource Management Strategy
- Issues in Labour Migration
- Sociology of Work and Labour

Semester One

- Labour History
- Employment Relations in a Global Environment
- International Labour Law
- Collective Bargaining & Disputes Resolution

- Compulsory Workshop (Research Methods) Half Course

Semester Two

- Compensation and Benefits Policy
- Three (3) electives
- Dissertation (9 credits)
Or
- Practicum (9 credits)

- Compulsory Workshop (Research Methods) Half Course