

## LEARNING OBJECTIVES

- To develop a cadre of graduate students with a high level and comprehensive understanding of labour history, labour relations, and employment issues confronted in the workplace;
- To develop advanced abilities in analysis and independent work which will equip students to deal skillfully with new circumstances and issues arising in the workplace; and
- To assist students in acquiring the necessary knowledge and skills that would serve as tools for acquiring a greater degree of understanding and management of labour and employment relations.

## 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. Applicants who do not meet the entry requirements but possess significant relevant professional or practical experience in the subject area may be considered on an individual basis.

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

## PROGRAMME COST

The fee for participants entering the MSc. Labour and Employment Relations is BDS\$25,000 (US\$12,500), which covers the entire programme, including tuition for the courses and course materials (excluding text books). Fees are 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

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

These fees are as follows:

Amenities Fees	– BDS\$860.00	(US\$430.00)
Guild Fees	– BDS\$120.00	(US\$60.00)
ID Card (First year only)	– BDS\$30.00	(US\$15.00)

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.

*Programme Costs and University Registration Fees are subject to change in 2015/2016.*

## CONTACT INFORMATION FOR MSc. Labour and Employment Relations

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The University of the West Indies



### HIGHER DEGREE PROGRAMMES

#### FACULTY OF HUMANITIES & EDUCATION

MA Caribbean Studies :  
Languages / Literatures  
Dip/MA Cultural Studies  
MA History  
MA Heritage Studies  
MA Linguistics  
MA Theology  
Diploma in Education (Secondary)  
Master in Education (MEd)  
MA Creative Arts

#### FACULTY OF LAW

Diploma/LLM Corporate & Commercial Law  
Diploma/LLM Legislative Drafting  
Diploma/LLM Public Law

#### FACULTY OF MEDICAL SCIENCES

DM Anaesthesia and Intensive Care  
DM Emergency Medicine  
Diploma, MSc., DM Family Medicine  
DM General Surgery (Parts I and II)  
DM Internal Medicine  
DM Obstetrics and Gynaecology  
DM Ophthalmology  
DM Orthopedics  
DM Paediatrics  
DM Psychiatry  
Master in Public Health

#### FACULTY OF SCIENCE & TECHNOLOGY

Dip/MSc. Computing Innovation  
MSc. Computing Research  
MSc. Natural Resource and Environmental Management  
Dip/MSc. Technology Entrepreneurship  
MSc. Telecommunications (proposed programme)  
MSc. Renewable Energy Management

#### FACULTY OF SOCIAL SCIENCES

MSc. Applied Psychology  
MSc. Banking & Finance  
MSc. Building & Construction Management  
MSc. Counselling Psychology  
MSc. E-Governance for Developing States  
MSc. Financial & Business Economics  
MSc. Integration Studies  
MSc. International Management  
MSc. International Trade Policy  
MSc. Investments & Wealth Management  
MSc. Labour & Employment Relations  
MSc. Logistics and Supply Chain Management  
MSc. Management

MSc. Management offered in four specialisations:-  
*Financial Management, Human Resource Management, International Management and Marketing*  
MSc. Project Management & Evaluation  
MSc. Sociology  
Dip/MSc. Sport Sciences (proposed programme)  
Master of Social Work  
MSc. Tourism and Events Management  
MSc. Tourism & Hospitality Management  
MSc. Tourism with Project Management  
MSc. Tourism and Sport Management  
MSc. Tourism Marketing  
MSc. Transport Economics

#### CAVE HILL SCHOOL OF BUSINESS

Doctor of Business Administration  
Executive Master in Business Administration (offered in three specialisations: – General Management, Public Sector Management and Human Resource Management)  
Masters in Business Administration (Entrepreneurship)  
International Master in Business Administration



### Masters Programme Faculty of Social Sciences

## MSc. Labour and Employment Relations

2014-2015



*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](http://www.cavehill.uwi.edu/gradstudies)

PATH TO PROSPERITY

## PROGRAMME SUMMARY

The MSc. 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 enhancement of their careers in human resource management, labour and employment relations, labour economics, trade unionism or labour research.

## INTRODUCTION

The programme examines relations between management and workers. This is an important discipline engaging analysis of the powerful neo-liberal and global capitalism which is continually shaping the world of work and employment, and which has profound implications for work relationships. This programme examines strategic responses which can inform and lend positive support to 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.

This programme in labour and employment relations will therefore seek to provide a broad understanding of a myriad of 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.

Changes at national, regional and international levels have had a major impact on policies and practices within organizations and the wider work community, with consequential challenges especially in the area of labour and employment relations. Consequently, the MSc. Labour and Employment Relations degree programme has been designed to respond to these challenges by equipping persons pursuing careers in human resource management, labour and industrial relations, labour economics, trade unionism and labour research within the region, with the requisite body of knowledge and skills that enhances their capacities for coping with a broad range of challenges.

Labour and employment relations is more often associated with practices within unionised organizations but it is also concerned with non-unionised organizations. Relationships in both types of organizations are to a large extent increasingly dictated by government and the various regulations implemented in regard to the treatment of employees by employers. As a result of the multi-disciplinary nature required in the practice of labour and employment relations, the MSc. Labour and Employment Relations degree 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.

## COURSE OF STUDY

The MSc. Labour and Employment Relations degree programme will span twelve months of full-time study. However, students may wish to manage their programme of study over a longer period of time. The programme will include core courses, electives and a practicum or dissertation. The teaching of ten courses will span two successive semesters, inclusive of coursework assignments and end of semester examinations. Work on the dissertation commences in semester two enabling participants to incorporate their educational and practical experiences into their research paper.

Students are expected to gain thirty-nine (39) overall credits consisting of 10 courses (3 credits per course), and the practicum or dissertation (9 credits). In semester one, students will complete four of the five core courses and a workshop in Research Methods which is equivalent to a half course. Another workshop in Research Methods will be held in the second semester, equivalent to an additional half course. In semester two, students will take the remaining core course, plus three electives and the second half course in Research Methods.

## Practicum

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, Ministries/Departments of Labour, Ministries of the Civil Service or Employers' Associations). Alternatively the practicum will be done with an organization which can provide the type of exposure to human resource management or industrial relations subject areas included in the programme.

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 provide a report of his/her experience. The three month practicum component will normally commence after participants have completed the first semester. On completion of the practicum, students are required to complete a written report of 15,000 words.

## Research Project

Those students opting for the dissertation will start their research projects during semester II 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 for 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
  
- 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 Resources 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*