



CORPORATE AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	International Standards and Employment Law.				
Module Code	UMPDHP-15-M	Level	M	Version	1
Owning Faculty	FBL	Field	Human Resource Management		
Contributes towards	MA International Human Resource Management				
UWE Credit Rating	15	ETCS Credit Rating	7.5	Module Type	Standard
Pre-requisites	None		Co- requisites	None	
Excluded Combinations	None		Module Entry requirements		
Valid From	September 2014		Valid to		

CAP Approval Date	20/11/14
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Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> Identify the main sources of global standards and international employment law including ILO Conventions, EU Regulations and Directives, OECD guidelines, and Codes established by international corporations designed to regulate their international activities, (national, regional and international) organisations of trade unions and employers, other NGOs and international trade agreements. (Components A and B) State the arguments for and against global standards in the context of international trade and its impact on national economies and societies. (Components A and B) Review critically a range of subjects covered by international labour standards, including freedom of association, collective bargaining, forced labour, child labour, discrimination, employment security (including termination of employment and flexible working), wages, working time etc. (Components A and B) Understand the importance of minimum standards with regard to equity in rewards, equality of treatment and freedom of association, collective bargaining and employment rights. (Components A and B) Specify the concept of 'decent work' (Components A and B) Relate the application of global standards and International Employment Law to the establishment of best practice within organisations in the management of HRM. (Components A and B) Understand the relevance of global standards and International Employment Law to a career in international business or national policy setting and administration. (Components A and B)

	<p>In addition, the educational experience may explore, develop, and practise <u>but not formally discretely assess</u> the following:</p> <ul style="list-style-type: none"> • Work as a team member in activities involving colleagues from different national backgrounds • Develop and practice analytical skills with regard to 'international' issues • Present and explain arguments verbally in respect of global standards
Syllabus Outline	<ul style="list-style-type: none"> • Sources and examples of global standards and international employment law, how they are applied and their relationship to best practice. • Debates concerning the importance and effectiveness of global standards. • International employment law relating to freedom of association, collective bargaining, forced labour, child labour, discrimination, employment security (including termination of employment, flexible working), wages and working time. • The concept of 'decent work'. • Protection for vulnerable groups of workers.
Contact Hours/Scheduled Hours	36 hours (12 x 3 hour sessions)
Teaching and Learning Methods	<p>Scheduled learning includes lectures, seminars, tutorials, project supervision, demonstration, practical classes and workshops; fieldwork; external visits; work based learning; supervised time in studio/workshop.</p> <p>Independent learning includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc. These sessions constitute an average time per level as indicated in the table below. Scheduled sessions may vary slightly depending on the module choices you make.</p>
Reading Strategy	<p>All students will be encouraged to make full use of the print and electronic resources available through membership of the University. These include a range of electronic journals and a wide variety of resources available through websites and information gateways. The University Library web pages provide access to subject relevant resources and services and to the library catalogue. Many resources can be accessed remotely.</p> <p>Essential reading will be identified in the module handbook, and additional material will be distributed where these form part of the focus for seminar discussion. Where relevant extracts will be made available via Blackboard, or distributed in class. This will be done on a weekly basis.</p> <p>Students are expected to augment their reading by exploring a range of sources additional to those provided and/or referred to on Blackboard.</p>
Indicative Reading List	<p>Briscoe D, Sculer R & Tarique I (2012) <i>International Human resource Management</i>. Oxford: Routledge</p> <p>Edwards, T & Rees, C (2011), <i>International Human Resource Management</i>, FT Pearson/ Prentice Hall</p> <p>International Labour Organisation website www.ilo.org.uk</p> <p>Florkowski G (2006) <i>Managing Global Legal Systems</i>. Routledge.</p>

Part 3: Assessment

Assessment Strategy	The assessment will consist of two elements. 60% will be an individual
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	assignment (of approx 2,000 words) and 40% will be by exam. The assignment will be task focused, and formative feedback will be provided in a class session where students report 'progress'. Summative feedback relates to marking the assignment task against a clear set of pre-notified criteria. The exam is 2 hours long and relates to a question that students will receive in advance. It is 'open book' with all materials collected in at the end of the exam. Students will not be able to prepare a full written answer in advance' but can prepare for the exam using materials from the lectures and their independent study.	
Identify final assessment component and element	Component B	
% weighting between components A and B (Standard modules only)	A:	B:
	40%	60%
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. 2 hours open book examination	100%	
Component B Description of each element	Element weighting (as % of component)	
1. Task focused assignment (2,000 words)	100%	
Resit (further attendance at taught classes is not required)		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. 2 hours open book examination	100%	
Component B Description of each element	Element weighting (as % of component)	
1. Task focused assignment (2,000 words)	100%	
If a student is permitted an EXCEPTIONAL RETAKE of the module the assessment will be that indicated by the Module Description at the time that retake commences.		