



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\$20,000 (US\$10,000), 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\$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.

Programme Costs and University Registration Fees are subject to change in 2011/2012.

CONTACT INFORMATION FOR MSc. Labour and Employment Relations

Programme Coordinator

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TAUGHT HIGHER DEGREE PROGRAMMES

FACULTY OF HUMANITIES & EDUCATION

MA African Studies

MA in Caribbean Studies:
Languages/Literatures

MA Cultural Studies

MA Heritage Studies

MA History

MA Linguistics

MA Theology

Diploma in Education (*Secondary*)

Master in Education (*MEd*)

MFA Creative Arts

DM Obstetrics and Gynaecology

DM Ophthalmology

DM Paediatrics

DM Psychiatry

Master in Public Health -
Health Services Management

FACULTY OF SOCIAL SCIENCES

MSc. Applied Psychology

MSc. Banking & Finance

MSc. Building & Construction
Management

MSc. Counselling Psychology

MSc. Cricket Studies

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

offered in four specialisations:-
Financial Management,
Human Resource Management,
International Management
and Marketing

MSc. Management

MSc. Project Management &
Evaluation

MSc. Sociology

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

FACULTY OF PURE & APPLIED SCIENCES

MSc. Electronic Commerce

MSc. Natural Resource and
Environmental Management

CAVE HILL SCHOOL OF BUSINESS

Doctor of Business
Administration

Executive Master in
Business Administration

International Master in
Business Administration

Master in International Events
Management



The University of the West Indies
Cave Hill Campus



Masters Programme
Faculty of Social Sciences

MSc. Labour and Employment Relations

2011-2012

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

JOIN THE TRADITION OF EXCELLENCE

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 the enhancement of their careers in human resource management, labour and employment relations, labour economics and trade union or labour researchers.

INTRODUCTION

The programme examines relations between management and workers. This is an important discipline engaging the 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 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. 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.

AIMS AND 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.

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, Departments of Labour, Ministries of the Civil Service or 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 resource 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. 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
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- Compulsory Workshop
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- 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*