



浙江大學

**WORK502**

**Global Employment Relations**

# WORK502

## Global Employment Relations

### Instructor Contact Details

Lecturer-in-charge: Dr. Yang Deng

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Office location: Huajiachi Campus, Zhejiang University, Hangzhou, China

Consultation Time: Book appointment by sending email to: wlwyxy\_29@zju.edu.cn

### Teaching Times, Modes and Locations

Course Duration: 28 Jun 2026 to 17 Jul 2026

Modes: Face-to-face

Location: Huajiachi Campus, Zhejiang University via face-to-face

### Academic Level

Undergraduate

### Credit Points:

The course is worth 6 units of credit point.

### Credit Hours

The number of credit hours of this course equals to the credits of a standard semester-long course.

### Contact Hours

The course contains a total of 53 contact hours, which consists of orientation, lectures, seminars, quiz, discussion, research, case study, small tests, assignments, on-site field trip(s), in-class and after-class activities, revision, self-study, and final exam. Students will receive an official transcript which is issued by Zhejiang University when completing this course.

### Enrolment Requirements

Eligibility requires enrollment in an overseas university as an undergraduate or postgraduate student, proficiency in English, and pre-approval from the student's home institution.

### Course Description:

This unit examines the impact of the internationalization of economic activities on employment, jobs, and regulation across different countries and regions. It explores how economic development has shaped various employment arrangements and focuses on the interplay between economics, politics, and society that drives specific employment regulatory regimes. The course maps global economic changes, identifying international economic forces, agents, and political arrangements, and highlights the pressures on employment resulting from these global interactions. Understanding global and national aspects of employment relations is crucial for managing and representing employees today. The course analyzes national employment relations systems in a global context, examining the effects of global processes like offshoring and the influence of institutions such as the World Trade Organization, the International Labor Organization, and Global Union Federations on domestic employment relations.

### Prerequisite:

N/A

### Learning Resources

- Frege, Carola M., and John E. Kelly, eds. Comparative employment relations in the global economy. London: Routledge, 2013.

### Learning Objectives

By the end of this course, you should be able to:

- Understand and analyze the factors influencing national and international industrial relations systems, including the impact of globalization and the variations in national capitalisms on employment relations.
- Critically assess and apply theories of international and comparative industrial relations to different countries and compare employment relations systems from various 'varieties of capitalism.'
- Communicate key features and issues of industrial relations in different countries, identifying main forms of employee representation and applying human rights concepts in the workplace.
- Collaborate effectively in discussions, participate in workplace representation and dispute resolution systems, and develop suitable resolutions to satisfy stakeholders.

### Course Delivery:

- Face-to-face Lecture mode includes lectures, seminars, quiz, discussion, research, case study, small tests, assignments, on-site field trip(s), in-class and after-class activities, revision, and final exam.

The following course will be taught in English. There will also be guest speakers and optional field trips available for students who would like to enhance their learning experience. All courses and other sessions will be run during weekdays.

Topics and Course Schedule:

WK	Topic	Activities
1	Orientation	
1	Course Introduction	Lecture; Tutorial
1	Varieties of capitalism	Lecture; Tutorial
1	Employment Relations and ER systems	Lecture; Tutorial
1	The VOC archetypes	Lecture; Tutorial
1	Employment relations in the United Kingdom (UK)	Lecture; Tutorial
2	Employment relations in Australia	Lecture; Tutorial
2	Seminar	
2	Employment relations in France and New Zealand	Lecture; Tutorial
2	Employment relations in the United States of America (USA)	Lecture; Tutorial
2	Quiz	Closed book
2	Employment relations in Germany	Lecture; Tutorial
3	Employment relations in Italy	Lecture; Tutorial
3	Employment relations in Japan	Lecture; Tutorial
3	Employment relations in China	Lecture; Tutorial
3	Change and Transformation in Asian Industrial Relations	Lecture; Tutorial
3	Remaking industrial relations	Lecture; Tutorial

	Remaking variety	
3	Revision	Tutorial
3	Final exam	Closed book



Assessments:

Class participation	15%
In-class Test	15%
Assignments	20%
Final exam	50%

Pass Requirement (Double Pass Rule)

To pass this course, students are required to achieve:

- an overall mark of 50% or above, and
- a pass mark (50% or above) in the Final Examination.

Students who achieve an overall mark of 50% or above but do not achieve a pass in the Final Examination will receive a fail grade for the course.

Grade Descriptors:

HD	High Distinction	85-100
D	Distinction	75-84
Cr	Credit	65-74
P	Pass	50-64
F	Fail	0-49

### **High Distinction 85-100**

- Treatment of material evidences an advanced synthesis of ideas Demonstration of initiative, complex understanding, and analysis.
- Work is well-written and stylistically sophisticated, including appropriate referencing, clarity, and some creativity where appropriate.
- All criteria addressed to a high level.

### **Distinction 75-84**

- Treatment of material evidences an advanced understanding of ideas Demonstration of initiative, complex understanding and analysis Work is well-written and stylistically strong.
- All criteria addressed strongly.

### **Credit 65-74**

- Treatment of material displays a good understanding of ideas
- Work is well-written and stylistically sound, with a minimum of syntactical errors.
- All criteria addressed clearly.

### **Pass 50-64**

- Treatment of material indicates a satisfactory understanding of ideas Work is adequately written, with some syntactical errors.
- Most criteria addressed adequately.

### **Fail 0-49**

- Treatment of ideas indicates an inadequate understanding of ideas Written style inappropriate to task, major problems with expression.
- Most criteria not clearly or adequately addressed.

### Academic Integrity

Students are expected to uphold the university's academic honesty principles which are an integral part of the university's core values and principles. If a student fails to observe the acceptable standards of academic honesty, they could attract penalties and even disqualification from the course in more serious circumstances. Students are responsible for knowing and observing accepted principles of research, writing and any other task which they are required to complete.

Academic dishonesty or cheating includes acts of plagiarism, misrepresentation, fabrication, failure to reference materials used properly and forgery. These may include, but are not limited to: claiming the work of others as your own, deliberately applying false and inaccurate information, copying the work of others in part or whole, allowing others in the course to copy your work in part or whole, failing to appropriately acknowledge the work of other scholars/authors through acceptable referencing standards, purchasing papers or writing papers for other students and submitting the same paper twice for the same subject.

This Academic Integrity policy applies to all students of the Zhejiang University in all programs of study, including non-graduating students. It is to reinforce the University's commitment to maintain integrity and honesty in all academic activities of the University community.

### Policy

The foundation of good academic work is honesty. Maintaining academic integrity upholds the standards of the University. The responsibility for maintaining integrity in all the activities of the academic community lies with the students as well as the faculty and the University. Everyone in this community must work together to ensure that the values of truth, trust and justice are upheld.

Academic dishonesty affects the University's reputation and devalues the degrees offered. The University will impose serious penalties on students who are found to have violated this policy. The following penalties may be imposed:

- ✓ Expulsion
- ✓ Suspension
- ✓ Zero mark /fail grade
- ✓ Marking down
- ✓ Re-doing/re-submitting of assignments or reports, and
- ✓ Verbal or written warning