

Course Outline

Course Code : GESS1036
Course Title : Singapore Employment Law & Policy
Semester : Semester 2, Academic Year 2023/2024
Faculty : School of Business
Department : Strategy & Policy
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Overview

The course aims to introduce students to Employment Law in Singapore and the policies behind them.

In terms of policy, the course will start off by looking at some key aspects as enunciated in Parliament such as the need to balance the protection of workers while retaining labour market flexibility and the need to maintain industrial peace and stability. It will also highlight some other noteworthy characteristics of labour law policy such as the adoption of a practical approach, the strict enforcement of laws, the engagement of tripartite consultation and the issuance of tripartite guidelines. These general aspects will be revisited throughout the course. Aside from that, various specific aspects of policy such as those relating to industrial relations will be explored.

The 3 most repetitive words in the course evaluations for this module are “useful, relevant and practical”.

Course Objectives

At the end of course, students should gain a good grasp of employment law in Singapore as well as understand Singapore’s thinking behind various employment laws or the lack of certain employment laws.

General Guide & Reading

Basic Reading:

Layman’s Guide to Employment Law (McGraw Hill) 1st Edition, 2020

Note: It is necessary to buy the textbook in order to get a better understanding of the area

Supplementary Reading: Various web-based resources will be referred to as the course progresses relating to matters such as CPF, Foreign Manpower and many other initiatives of the Singapore government.

Assessment

Assessment Components	Weightage
Group Assignment	20%
Class Participation	20%
Individual In Class Quiz (x 2)	10%
Final Exam (MCQ + Essay/Scenario-based Questions)	50%

Academic Honesty & Plagiarism

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is “the practice of taking someone else’s work or ideas and passing them off as one’ own” (The New Oxford Dictionary of English). The University and School will not condone plagiarism. Students should adopt this rule - You have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is being presented as entirely your own work. This is a minimum standard. In case of any doubt, you should consult your instructor.

Additional guidance is available at:

- <http://www.nus.edu.sg/registrar/administrative-policies-procedures/acceptance-record#NUSCodeofStudentConduct>
- <http://nus.edu.sg/osa/resources/code-of-student-conduct>

Schedule and Outline

Lesson/ Week	Topic	Book Chapter	Activity
1	Introduction	1	
2	Who is an Employee	2	Mediation Demonstration
3	Contract of Employment	3	Tutorial 1
4	Express Terms	4	Tutorial 2
5	Implied Terms	5	Tutorial 3
6	Statutory Duties I	6	Tutorial 4
7	Statutory Duties II	7	Tutorial 5
8	In Class Quiz I		Tutorial 6
9	Termination/Retrenchment	8	
10	Health & Safety	9	Tutorial 7
11	Foreign Workers	11	Tutorial 8
12	Industrial Relations	10	Tutorial 9
13	Wrap Up + In Class Quiz II		