Announcement

2016 ÉRIUM International Summer School
Advanced Studies in Labour, HR and Employment Relations

We are pleased to announce the 2016 program for the International Summer School in Advanced Studies in Labour, HR and Employment Relations at the University of Montreal's School of Industrial Relations (ÉRIUM). As the 6th edition of our International Summer School, we are excited to welcome you to Montreal. Join us along with other students and professionals from around the world in this unique international experience.

What is ÉRIUM?

ÉRIUM is the French acronym of the School of Industrial Relations at the University of Montreal. We are a leading school in labour, human resources and employment relations in North America. Our academic reputation extends nearly 70 years. We offer a full range of undergraduate and graduate programs to roughly 700 undergraduates and 300 graduate students, making us one of the largest university schools in the field of labour and employment relations. Learn more about us by visiting http://en.eri.umontreal.ca/home/.

Dates

Classes start Monday, July 18th, 2016 and end Thursday, August 19th, 2016. Each course typically has 2 sessions per week over the 5-week program. Some students will elect to stay an extra week to complete their final assignments and have time to enjoy the city.

Language of instruction

Although the University of Montreal is a French-speaking institution, all three of our courses scheduled for the 2016 International Summer School will be offered in English to allow for the participation of students from a range of countries. Assessed work can be submitted in either English or French.

Course Program for 2016

Detailed course descriptions are available at the end of this announcement.

REI 6611 – International Human Resource Management
Prof. Pamela Lirio, PhD McGill University

REI 6627 – International Perspectives on Health and Safety at Work
Prof. Jeffrey Hilgert, PhD Cornell University

REI 6629 – Globalization and Labour Relations
Prof. Ian MacDonald, PhD York University
Who should take these courses?

- **Graduate students and undergrads** entering their final year of studies who want to add a stimulating international experience to their learning portfolio in labour and employment relations.

- **HR and employment relations professionals** who want to upgrade their skills and gain university level graduate school credit in an intensive but friendly learning format over the summer period.

- **Students from our ÉRIUM partner schools and universities** who are participating in our international summer school program in a planned bi-lateral exchange for credit from their home institution.

- **Anyone interested in taking a first step towards postgraduate qualifications** in labour and employment relations, health and safety, labour law, human resource management, and public policy.

- **Current ÉRIUM students** as all courses are a part of the regular ÉRIUM curriculum.

Teaching methods

Courses feature a dynamic and interactive approach to teaching with an emphasis on intercultural exchange, team-building and advanced learning in a supportive and stimulating environment. Summer School students can take 1 or 2 of the 3 courses offered. The summer schedule is designed to allow students to take any combination of the 3 courses on offer.

Course Recognition

Courses are a regular part of the graduate program in industrial relations at the University of Montreal and are credited in our postgraduate programs. They are also recognized by the Inter-university Mobility Program (BCI) in Quebec. Students from other universities are encouraged to secure advance recognition from their home school or department if they are seeking credit equivalencies in their home university programs.

Why Montreal?

Montreal is a city made for students. Thousands of students choose to study abroad in Montreal every year. The city offers a vibrant and safe environment with a wide range of summer activities and a quality of life that will make your experience unforgettable. From summer festivals to international cuisine, Montreal regularly tops the list of international travel destinations in North America and was listed No. 1 on the BOCOM Sea Turtle Index compiled by the Economist Intelligence Unit ranking global international education destinations.

Accommodations and Medical Insurance

The student residences at the University of Montreal (www.studioshotel.ca) offer participants accommodation at reasonable prices. The current rate for a single occupancy room is $630 and for a double occupancy room the rate is $450 per person (4 weeks + 15% taxes).

Non-Canadian students are automatically signed up for mandatory group medical insurance. Insurance costs are $87 per month, thus $174 for July and August. These expenses are added to the tuition fees.
# How to Register

Register as soon as possible before our classes reach their maximum enrollment. Our registration period this year begins on February 1st, 2016 and ends May 30th, 2016. Students may register one of two ways:

1. **Independent Student (étudiant libre in French)**
   Students outside the Quebec university system register with independent status and may complete courses for a regular letter grade and receive an official university transcript. These students are not considered admitted to a degree program.

   The tuition fees for independent students depends upon residence status. The following fee scale is listed here as a general guide and should be verified with the university registrar’s office.

<table>
<thead>
<tr>
<th>Residence</th>
<th>2016 Fees</th>
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<tbody>
<tr>
<td>Quebec resident</td>
<td>$355.98 for each 3 credit course</td>
</tr>
<tr>
<td>Canadian (non-Quebec) student</td>
<td>$703.05 for each 3 credit course</td>
</tr>
<tr>
<td>Foreign (non-Canadian) student</td>
<td>$1570.71 for each 3 credit course</td>
</tr>
</tbody>
</table>

   The eligibility requirements for determining Quebec resident status can be found online here: [http://www.etudes.umontreal.ca/etudes/rq-att-res-an.pdf](http://www.etudes.umontreal.ca/etudes/rq-att-res-an.pdf)

2. **Registration through the Quebec Interuniversity Mobility Program**
   This registration status is for students currently registered in other universities in Quebec. Students in other universities in Quebec can enroll through this program. Visit the website of this program called the *Bureau de Coopération Interuniversitaire* in French at [http://www.crepuq.qc.ca/?lang=en](http://www.crepuq.qc.ca/?lang=en).

To register for the 2016 ÉRIUM International Summer School, send an email to:

Kasy Moua, M.Sc., CHRP  
China Student Exchanges and ÉRIUM International Summer School coordinator  
School of Industrial Relations  
University of Montreal

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Course Descriptions

REI 6611 - International Human Resource Management
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REI 6611 - International Human Resource Management
Professor Pamela Lirio

Globalization and the increasing presence of multinational corporations (MNCs) and multinational enterprises (MNEs) highlights the importance of understanding how people are managed in different cultural and regional contexts. This has implications for many stakeholders in global business today, including employees, managers, HR practitioners, unions, policy makers and academic researchers. The course introduces students, through theory and practical examples, to the complexity of international human resource management and cross-cultural issues within global management.

This course aims to:
• Introduce the field of international human resource management (IHRM) and the concept of cross-cultural/global management
• Present key theoretical concepts and examples of IHRM issues in practice today
• Explore the impact of national culture within organizations and how HR practitioners and managers can develop key global competencies
• Provide an opportunity for students to understand their own potential as an effective global leader and to consider building a future global career

Upon successful completion of this course students will be able to (1) Understand HRM in an international or global context and implications for policy in multinational or global organizations, (2) Analyze the impact of cultural dimensions on people’s behavior in work settings, and cultivate a global mindset for effectively managing staff worldwide, (3) Understand different forms of global work and implement this knowledge for strategic global HRM and one’s personal career development, (4) Implement effective communication techniques and managerial strategies for a global workforce, and (5) Conduct research in the international HRM field by investigating and networking within a multinational or global organization.

Course themes. The following topics will be covered (subject to change):
– Introduction to International HRM and the Global Context of Work/Business
– Interpreting culture (Country-level, Organizational)
– Communicating across MNEs
– Using technology in global work and social media in worldwide recruiting/sourcing
Global Leadership
- Global Talent Management (Staffing, Sourcing)
- Global Organizational Development
- Global Compensation and Performance Management
- Global Careers and Diverse Global Workers
- Global Mobility and Work-Life Issues
- Global Business Ethics and Human Sustainability Issues

Pamela Lirio is a professor in the School of Industrial Relations at Université de Montréal. She has a Ph.D. (Management) from McGill University, an MBA in International Management from the Middlebury Institute of International Studies at Monterey (California) and a BA from Boston College. In addition to the international human resource management course, Dr. Lirio has taught management and leadership to Executive MBA students at EDHEC Business School in Lille, France and qualitative methods at the Asian Institute of Management-AIM in Manila, Philippines. Her research is focused in the areas of international HRM, work-life balance, workforce diversity (e.g. cultural, generational and gender), global talent management and HR employer/employee branding via social media. Dr. Lirio has published recently in the Journal of Global Mobility, the International Journal of Human Resource Management, Human Resource Management and Career Development International, in addition to various edited books.

Featured in the Financial Times as a ‘Professor of the Week’ (December 1, 2011), Professor Lirio was also chosen a 2011 Highly Commended Award Winner of the Emerald/EFMD Outstanding Doctoral Research Awards in Human Resource Management for her study of global managers and work-life balance. She also served 6 years on the Executive Board of the Women of the Academy of International Business (WAIB). Dr. Lirio has over 10 years of experience in industry positions in finance, marketing and consulting in North America and Europe. Bi-lingual in English (native) and French, she also has working knowledge of Spanish and some Filipino.

**REI 6627 - International Perspectives on Safety and Health at Work**
Professor Jeffrey Hilgert

The health and safety of workplaces around the world has emerged as an important regulatory, business and social justice concern for workers, unions, governments, corporations and society. This course provides an in-depth examination of the contemporary policy debates and shared social issues surrounding the question of worker safety and health from a global perspective. The starting point is the realization that 2.3 million people are killed by work-related injury and disease every year, with millions more suffering non-fatal injuries. Through a mix of lectures and in-class discussions, the course examines how human values, social norms, power relations, human rights and social protections shape the environment of health in the global workplace. Relevant theories are explored as analytic tools to examine the dynamics of worker health and safety in the global economy. Case studies of strategies and campaigns for social justice are examined throughout the course.

**This course offers students the opportunity to** (1) develop an understanding of occupational safety and health as a contemporary global social issue and policy concern, including worker safety and health as an international human rights issue, (2) gain knowledge about the major debates, issues, trends, strategies, institutions, actors, campaigns, and challenges in the protection of worker health and safety in the global economy today, (3) recognize the linkages that exist between the protection of safety and health and other areas of law and public policy such as the regulation of precarious employment, labour rights and environmental protection, and (4) learn how to conduct applied research with a global perspective on working conditions and occupational safety and health that includes a case analysis against current international norms. Course topics and themes include:
International principles of protection of safety and health at work
- The international human and labour rights system and its importance for worker health and safety
- Human rights due diligence and how to conduct a human rights impact assessment
- New forms of employment relations and their impact on safety and health
- Multi-stakeholder initiatives in global supply chains; hazardous child labour and forced labour
- National policy obligations under international law, including labour inspection
- Worker participation, safety and health management systems
- The freedom of association, including the right to strike and to refuse unsafe work
- The major hazard- and occupation-based global safety and health conventions
- Employment injury benefits under human rights standards; the use of scientific evidence

Jeffrey Hilgert a professor in the School of Industrial Relations at Université de Montréal. He studies the international dimensions of worker health and safety, including rethinking workers’ injury compensation from a human rights perspective, the right to refuse unsafe work, and monitoring international labour standards on health and safety at work. He has worked with a variety of bodies on these issues, including the ILO Programme on Safety and Health at Work and the National Economic and Social Rights Initiative of New York. Jeffrey has a PhD from Cornell University's ILR School. He is the author of Hazard or Hardship: Crafting Global Norms on the Right to Refuse Unsafe Work (ILR Press, 2013), awarded the 2014 Best Book Award in Human Rights by the Human Rights Section of the American Political Science Association.

REI 6629 - Globalization and Labour Relations
Professor Ian MacDonald

Globalization is one of the major forces restructuring the world of work. Technological change and international trade and investment agreements have allowed multinational corporations to stretch production networks across the globe in order to access a massive increase in the world’s workforce as well as rapidly expanding consumer markets in the developing world. Meanwhile, financialization and new forms of corporate organization have squeezed workers and unions and forced nation states to adjust labour policies, both in the Global North and in the Global South. A critical and carefully empirical account of these changes will reveal that labour market actors – including corporations, nation states, and labour unions – face not only challenges in this period, but also choices between alternative strategies. Are multinational corporations free to move production to lowest cost locations, or are unions and local states able to influence investment decisions and industrial relations practices? What varieties of labour relations regimes are being developed to adjust to global competitive pressures, and which achieve better social and labour market outcomes? What forms of global regulation will be adequate to re-balancing power relationships in the world economy?

This course is an advanced introduction to the issues and debates that arise in the globalization of labour relations. We begin with a critical and concrete examination of the contours of the world economy, paying attention to the key structures and agents. We turn in a second section to a comparative analysis of how labour relations are being globalized in the major centres of the world economy, including Europe, North America and China. Here we develop an understanding of how domestic labour relations are being globalized as countries adopt new laws and domestic firms respond with new IR strategies to competitive pressures, while domestic labour movements, states and multinational firms seek to transfer labour relations from one context to another. Building on our understanding of the structures of global production and the strategic options confronting labour market actors, a final section turns to the emergent global relationships between unions, multinational
corporations, and international institutions which will shape the future of globalization, with particular attention to current debates on global labour standards, labour strategies and labour policy.

By the end of this course, students will have mastered the key debates surrounding globalization and will have a strong understanding of how labour relations are adjusting in the major centres of the world economy. Students will have gained a command of the main contributions to the academic literature in the field, as well as national-level policy options and implications for local industrial relations practices in the global economy. They will be prepared to apply this knowledge as workplace professionals or develop their understanding in further graduate study.

Course themes include:
- Contours of the global economy
- Globalization and labour in long historical perspective
- Globalization and shifting employment structures and relationships
- Multinational Corporations (MNCs) as strategic and embedded actors
- The state, free trade agreements and labour law
- Labour relations and the globalization of finance
- Labour relations and economic development in global production networks (GPNs)
- Varieties of capitalism, varieties of IR regimes
- The globalization of labour relations in liberal market economies (US, UK, Canada)
- The globalization of labour relations in coordinated market economies (Europe)
- The globalization of Chinese labour relations
- Restructuring and collective bargaining in MNCs
- The social regulation of MNCs and global value chains
- Transnational labour alliances and global union federations
- Global debates on labour policy reform after the crisis

Ian MacDonald is a professor in the School of Industrial Relations at Université de Montréal. His research interests include labour politics, organization and union bargaining strategies, comparative political economy, labour geography, urban policy, labour relations in Latin America and globalization. His research has already resulted in numerous publications and scientific outreach activities. Ian has a PhD (Political Science) from York University. He has recently been a Visiting Scholar at the Worker Institute of Cornell University's ILR School and an adjunct professor at the Murphy Institute of the City University of New York.

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For general information about studying at the University of Montreal, visit the website of the International Student Office