



# SCHOOL OF LABOR AND INDUSTRIAL RELATIONS



## PAARALAN ng PAGGAWA at UGNAYAN sa INDUSTRIYA

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**T**he mandate of the SOLAIR is to provide quality instruction, advanced research and extension services in the areas of labor studies and industrial relations, including human resource development. As approved by the Board of Regents (BOR) in 1991, the mission statement of SOLAIR specifies a strong advocacy component towards a “commitment to the empowerment of labor, enlightened industrial relations and social justice, and the democratization and humanization of industrial relations.”

The School is mandated “to assist through workers’ education and other related activities in the overall development of free and democratic trade unions, peasant organizations, cooperatives, and other types of workers’ organizations.” It will also “provide extension services to labor and other sectors and serve as a forum for the dissemination of information in the field of labor and industrial relations.”

Over the past 59 years, the SOLAIR has accumulated expertise and built up a vast network of trained professionals and stakeholders in industrial relations, in the national, regional and international levels. The School started as the “Asian Labor Education Center” of the University in 1954, with the assistance of the International Cooperation Agency (ICA) of the United States.

### PROGRAMS OFFERED

As of the second semester of AY 2013–2014, the UP SOLAIR has about 411 graduate students in its home campus in UP Diliman, Quezon City.

The graduate program has a ladder-type structure. Students enter first the Diploma of Industrial Relations (DipIR) program (21 units), after which they may pursue further studies to complete the whole Master of Industrial Relations (MIR) program. The graduate program aims to train qualified students and staff members of unions, management and government agencies, as well as professionals in educational institutions and non-governmental organizations for a career in industrial relations and human resource development.

The graduate program in industrial relations is multidisciplinary. The program integrates various disciplines which bear upon the problem of work and industrial relations, such as the social sciences (sociology, political economy, psychology); management; law; and statistics. The curriculum provides the students various options to develop their competencies. Students are required to finish basic integrative (core) courses, while developing expertise in any of the four areas of specialization – labor management relations, human

resource development, comparative industrial relations, and labor policy administration.

### ADMISSION POLICIES/REQUIREMENTS

#### DIPLOMA IN INDUSTRIAL RELATIONS (DipIR)

Students enter through the Diploma in Industrial Relations (DipIR) program, which requires a total of 21 units and a 1.75 weighted grade average. Normally, with a 9-unit load per semester, students may complete the DipIR program in one year and one summer.

#### MASTER OF INDUSTRIAL RELATIONS (MIR)

Students may then choose to proceed to the Master of Industrial Relations (MIR) program which has two (2) options:

Plan A: Thesis Option requires the completion of a total of 33 units – 27 for course work, with a weighted average of 2.0, plus the presentation and defense of the thesis proposal, the final thesis proposal, and the final thesis report (6 units).

Plan B: Comprehensive Examination Option requires the completion of a total of 39 units of course work, and passing the two-phase comprehensive examinations (the general theories comprehensive before entering the MIR program and the Specialization area comprehensive) after all the courses have been completed.

Students under plan B usually finish the program after three years.

Classes are held from 6 -9 pm on weekdays, and 9 am-12 pm, 1-4 pm and 4-7 pm on Saturdays which is ideal for part-time students who are working professionals. Students may petition for the day session classes on weekdays.

The following are the requirements for entry into the graduate program:

- 1) A bachelor's degree, with relevant work experience in industrial relations and human resource development.
- 2) Submission of the following documents: a) completed application form; b) birth certificate, marriage contract, if married; c) original transcript of records for the bachelor's degree; d) students' bio- data; e) 2"x 2" size recent picture; and f) two recommendations, one from a former or current employer, and the other from a (former) professor.

The applicant must pay a processing fee of P300, and pass the entrance examination and interview.

#### **TRAINING, RESEARCH AND PUBLICATIONS**

In 1997, the BOR further strengthened SOLAIR by its approval of the setting up of the three centers: Center for Labor and Grassroots Initiatives (CLGI), the Center for Labor Justice (CLJ), and the Center for Industry Productivity and Competitiveness (CIPC). These three centers now serve as the research and training arm of SOLAIR, with the following thrusts, respectively: the enhancement of grassroots entrepreneurial skills in labor-based enterprises such as workers' cooperatives; the promotion of labor justice through specialized and advanced workers' education and trade unionism, including collective bargaining, disputes settlement, arbitration and the like; and the enhancement of productivity and competitiveness of human resources through seminars and training especially to develop skills and competencies of those in the middle (supervisory) and managerial levels. The most popular training program of the School is the Workers Institute on Labor Laws (WILL). SOLAIR also offers 12-day non-degree courses in IR and Human Resource Management and Management Development Program for Cooperatives, NGOs, Trade Unions, and Government.

Every year there are more than 3,000 participants in the School's short-term training programs. Participants in the 2-to 3-day programs are managers, government officials, labor leaders, and practitioners from both the private and public sectors.

The School's Cipriano Cid Memorial Library has the most extensive collection of books, monographs, and journals dealing with labor and industrial relations, as well as training and human resource development.

SOLAIR continues to modernize its facilities. Recently, a new classroom was constructed in celebration of the 150th birth anniversary of Gat Andres Bonifacio, and in light of increasing student enrollment. New infrastructure will boost efforts by the School to develop a national center of industrial relations which could also serve the Asian region.

Due to its faculty of researchers and practitioners, as well as facilities and its local and international network, SOLAIR is in a truly unique position to play a major role in developing programs in industrial relations which meet the challenges of globalization. The rich and varied experience of the School in the fields of industrial relations and human resource development is a unique advantage for the University towards the promotion of sound industrial relations in the wider context of total human development.

Research undertaken at the School deals with issues and areas of concern in industrial relations within and beyond the Philippine context. Studies undertaken include the following: compensation, wage policy, the best human resource practices, collective bargaining trends, productivity, labor flexibility, gender at the workplace, agrarian relations, cross-country industrial relations, trade unionism, industrial restructuring, overseas labor migration, and the like. Research results could be accessed through the School's monographs, occasional papers, and the *Philippine Journal of Labor and Industrial Relations*. Research reports and publications of faculty and researchers are also available in the School's website.

The School also regularly organizes symposia, conferences, and workshops on industrial relations in which distinguished local and international scholars, trade union and business leaders, as well as government officials interact in a social dialogue about key issues affecting industrial relations.

| DIPLOMA IN INDUSTRIAL RELATIONS<br>21 units  |    |                            |   |
|--|----|----------------------------|---|
| APPROVAL<br>72nd UPD UC : 06 December 2000   President FNemenzo : 21 December 2000 |    |                            |   |
| <b>Common Core Courses</b><br>18 units   |    | <b>Elective</b><br>3 units |   |
| Common Core Courses  | 18 | Elective                   | 3 |

| MASTER OF INDUSTRIAL RELATIONS<br>Plan A 33 units                                  |    |                            |   |
|--|----|----------------------------|---|
| APPROVAL<br>72nd UPD UC : 06 December 2000   President FNemenzo : 21 December 2000 |    |                            |   |
| <b>Common Core Courses</b><br>21 units   |    | <b>Elective</b><br>3 units |   |
| Common core courses<br><i>(including end course: IR 299.1)</i>                     | 21 | Elective                   | 3 |
| <b>Specialization Course</b><br>3 units  |    | <b>Thesis</b><br>6 units   |   |
| Specialization Course  | 3  | Thesis                     | 6 |

| MASTER OF INDUSTRIAL RELATIONS<br>Plan B 39 units                                  |    |                             |   |
|--|----|-----------------------------|---|
| APPROVAL<br>72nd UPD UC : 06 December 2000   President FNemenzo : 21 December 2000 |    |                             |   |
| <b>Common Core Courses</b><br>24 units   |    | <b>Electives</b><br>6 units |   |
| Common core courses<br><i>(including end course: IR 289)</i>                       | 24 | Electives                   | 6 |
| <b>Specialization Courses</b><br>9 units   |    | <b>Comprehensive Exam</b>   |   |
| Specialization Courses   | 9  | Comprehensive Exam          |   |

**COURSE OFFERINGS**

**GRADUATE**

**Industrial Relations (IR)**

- 201 Introduction to Industrial Relations.** Theories of industrial relations. 3 u.
- 202 Organization and Work.** Perspectives on organization and work, socio-cultural and behavioral theories, workplace diversity and change, modes of management control and employee participation, forms of employee resistance, work design, and workplace flexibility. Prereq: IR 201. 3 u.
- 204 Labor and the Economy.** Basic principles, institutions and mechanisms in both the industry, as well as the national and global levels which define and mediate the role of labor in industrial relations and economic development, including policy issues and options. 3 u.
- 205 Wages and the Labor Market.** Theories on the labor market, analysis of wage and employment problems, determinants of wage levels and structures. 3 u.
- 207.1 Employment Relations and Industrial Democracy.** Principles, jurisprudence, laws and rules covering employment contracts, labor-management relations, collective bargaining, strikes, and disputes settlement in the context of industrial democracy. Prereq: IR 201. 3 u.
- 207.2 Labor Standards, Justice and Equity.** Current labor standards: wages, benefits, work conditions, safety and health, gender equality and related issues in hiring and promotion, and affirmative action. Prereq: IR 207.1. 3 u.
- 210 Philippine Labor Movement.** History of the Philippine labor movement, in the context of industrialization and industrial policy. 3 u.
- 211 Collective Bargaining and Negotiations.** Philosophy, structures, practice of collective bargaining and negotiations, and other forms of labor management relations. Prereq: IR 201. 3 u.
- 212 Job Evaluation and Wage/Salary Administration.** Critical examination of various job evaluation schemes, determinants of wage levels, wage structures and study of problems/issues related to the implementation of compensation schemes. 3 u.
- 213 Organizational Behavior in Industrial Relations.** Interactions of organization, individuals, and groups in unions, management and government in industrial relations situations, with emphasis on sociological, psychological and cultural factors. 3 u.
- 214 Industrial Relations in the Public Sector.** 3 u.
- 215 Forms and Settlement of Industrial Conflicts.** Forms of workers' protest and the resolution of industrial conflicts. 3 u.

- 216 Special Problems in Labor-Management Relations.** 3 h. (2 lec, 1 project/fieldwork); may be repeated twice, provided, the topics are different. Topics are to be indicated for record purposes. 3 u
- 217 Employee Benefit Programs.** Description and analysis of employee benefit programs in public and private employment, e.g. state insurance, pension schemes, provident funds and medicare. 3 u.
- 218 Labor Laws and Social Development.** Philosophy, practice and case studies of labor laws and social legislation in the context of development. 3 u.
- 220 Human Resource Development at the National Level.** Introduction to the concepts, policies and programs of HRD: comparative HRD systems and policies. 3 u.
- 222 Human Resource Development at the Firm Level.** HRD planning and program development and implementation at the firm level; roles of HRD in organizations and the relationships of HRD policies with other business policies of the organization. 3 u.
- 225 Design and Administration of Training Programs.** Training programs and methodologies as applied in business, government and industrial organizations. Emphasis is placed on integrating public and private efforts for training and development. 3 u.
- 226 Special Problems in Human Resources Development.** 3 h. (2 lec, 1 project/ fieldwork). 3 u.; may be taken twice, provided the topics are different. Topics are to be indicated for record purposes.
- 231 Comparative Labor Movements.** Evaluation and role of labor movements in selected countries of Europe, North America, Africa, Latin America and Asia. 3 u.
- 236 Special Topics in Comparative Industrial Relations.** 3 h. (2 lec, 1 project/ fieldwork). 3 u.; may be repeated twice, provided the topics are different. Topics are to be indicated for record purposes.
- 242 Approaches to Labor Policy Analysis.** Approaches to labor policy planning, evaluation and research. 3 u.
- 246 Special Problems in Labor Policy and Administration.** 3 h. (2 lec, 1 project/ fieldwork). 3 u.; may be repeated twice, provided the topics are different. Topics are to be indicated for record purposes.
- 281 Seminar in Philippine Labor Relations Policy.** 3 u.
- 283 Seminar in Human Resources Planning in Less Developed Countries.** 2 u.
- 285 Seminar in Workers' Education.** 2 u.
- 286 Seminar in Workers' Participation in Management.** Concept and practice of worker participation in management; its origin, application and development; and determinants of participation and the efficacy of structures and processes. Prereq: IR 204, 207.1. 3 u
- 287 Seminar in Comparative Industrial Relations.** 3 u.
- 288 Seminar in Philippine Labor Problems.** Employment, unemployment and related problems and institutional factors affecting the allocation of labor resources. 2 u.
- 289 Seminar in Industrial Relations and National Development.** Prereq: Completion of all core courses, to be enrolled in at the last semester before graduation. 3 u.
- 299 Research Methods in Industrial Relations.** 3 u.
- 299.1 Quantitative Methods in IR.** Use of quantitative approaches in the analysis of current research problems in labor and industrial relations. Prereq: IR 299/equiv. research course from other disciplines. 3 u.
- 300 Thesis Writing.** 6 u.