



Industrial Relations (IDRL) 309

Human Rights, the Charter and Labour Relations (Revision 2)

Status: Replaced with new revision, see the **course listing** [↗](#) for the current revision **✖**

Delivery mode: Individualized study online [↗](#)

Credits: 3

Areas of study: Applied Studies (Business and Administrative Studies) or Social Science. IDRL 309 can be used to fulfill the Social Science area of study by credential students only.

Prerequisites: None

Precluded: IDRL 309 is a cross-listed course—a course listed under two different disciplines—with LGST 310. IDRL 309 may not be taken for credit by students who have obtained credit for LGST 310.

Challenge: IDRL 309 has a challenge for credit option.

Faculty: Faculty of Humanities and Social Sciences [↗](#)

Overview

Industrial Relations 309/Legal Studies 310: Human Rights, the Charter and Labour Relations examines the discourse and operation of human rights in Canada. We begin from the premise that the "human" rights codified in constitutional documents, statutory and case law, and international agreements reflect the particular political and economic system from which they have emerged. In this way, the balance of power between labour and capital (as well as between men and women) has shaped what rights we recognize as "human rights."

Our focus on employment relationships reflects that almost everyone has experienced employment and thus it is a useful window into the specific political and economic context within which human rights exist. Similarly, the most accessible interaction between human rights and employment is in litigation about the application of the *Canadian Charter of Rights and Freedoms*. For this reason, we will spend a significant amount of time examining this repository of human rights and how it impacts both employment legislation as well as the legislative and administrative actions of government.

Outline

- Unit 1 – Capitalism, Employment, and Political Economy
- Unit 2 – Human Rights: Origins and Contradictions
- Unit 3 – Human Rights and The Charter
- Unit 4 – The Charter and Labour Relations to 1999
- Unit 5 – The Charter and Labour Relations since 2000
- Unit 6 – Freedom of Association and Minority Unionism

Evaluation

To **receive credit** [↗](#) for IDRL 309, you must achieve a course composite grade of at least **D (50 percent)** [📄](#), complete /submit all four assignments and achieve a grade of at least 50 percent on the final exam. The weighting of the composite grade is as follows:


Activity	Weight
Telephone Quiz 1	10%
Written Assignment 1	30%
Telephone Quiz 2	10%
Written Assignment 2	30%
Final Online Exam	20%
Total	100%

The **final examination** for this course must be requested in advance and written under the supervision of an AU-approved exam invigilator. Invigilators include either ProctorU or an approved in-person invigilation centre that can accommodate online exams. Students are responsible for payment of any invigilation fees. Students are responsible for payment of any invigilation fees. Information on exam request deadlines, invigilators, and other exam-related questions, can be found at the **Exams and grades** [↗](#) section of the Calendar.

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** [↗](#).

Materials

Teeple, G. (2004). *The riddle of human rights*. Aurora, ON: Garamond.

 (Print)

Other Materials

The course materials include an online study guide and readings

Challenge for credit

Overview

The challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about **challenge for credit** [↗](#) can be found in the Undergraduate Calendar.

Evaluation

To **receive credit** [↗](#) for the IDRL 309 challenge registration, you must achieve an overall grade of at least **D (50 percent)** [📄](#) on a 3000-word essay.



[Challenge for credit course registration form](#)

Important links

- › [Academic advising](#) [↗](#)
- › [Program planning](#) [↗](#)
- › [Request assistance](#) [↗](#)
- › [Support services](#) [↗](#)

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from

their individualized study counterparts.

Opened in Revision 2, May 23, 2017

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View **previous revision** [↗](#)
