

**TRAV2M1**

2014 - 2015

Master [60] in Labour Sciences (shift schedule)

**At Louvain-la-Neuve - 60 credits - 1 year - Shift schedule - In french**Dissertation/Graduation Project : **YES** - Internship : **optional**Activities in English: **NO** - Activities in other languages : **NO**Activities on other sites : **NO**Organized by: **Faculté des sciences économiques, sociales, politiques et de communication (ESPO)**Programme code: **trav2m1** - European Qualifications Framework (EQF): 7**Table of contents**

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## TRAV2M1 - Introduction

### Introduction

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## TRAV2M1 - Teaching profile

### Learning outcomes

Within the Faculty of Economic, Social and Political Sciences and Communication, the Institute of Labour Sciences produces graduates mastering a broad base of scientific knowledge and skills enabling them to understand the assorted disciplines of the field of labour sciences.

The Institute of Labour Sciences produces graduates able to develop policies aimed at promoting individuals through labour, thereby meeting one of the major challenges of our societies.

Due to their multidisciplinary training, the Master 60 in Labour Sciences graduates are able to work in close collaboration with specialists from other disciplines and devise and conduct a project relating to all aspects of labour sciences.

**On successful completion of this programme, each student is able to :**

**AA.1. Demonstrate command of a theoretical and methodological knowledge base in order to understand issues related to labour.**

AA 1.1. Understand and apply the fundamental disciplinary theories related to labour issues.

AA 1.2. Understand and comply with the requirements for scientific rigour in the study of labour sciences.

AA 1.3. Position themselves within the main disciplinary trends in human sciences.

AA.1.4. Understand the founding and interpretative paradigms of labour sciences.

**AA.2. Identify, understand and analyse complex situations relating to labour and employment problems, social policies and professional relations.**

AA 2.1. Perform a disciplinary analysis of labour and employment problems, identifying the issues, stakeholders and context.

AA 2.2. Understand and analyse the trends and developments in work in the world of labour and in the pronouncements of specialists and stakeholders.

AA 2.3. Demonstrate detailed knowledge of the unique characteristics and explanatory variables (cultural, political and economic) of the political systems and social relations in European Union countries (European Approaches option – MEST).

AA 2.4. Demonstrate command of a comparative approach, understand its requirements and apply it robustly to the analysis of issues related to labour and human resources management in the different EU countries (European Approaches option – MEST).

AA 2.5. Identify, understand and analyse the interactions between the European and national dimensions (European Approaches option – MEST).

**AA 3. Acquire and develop the skills required to conduct labour and employment projects, including the development and implementation of practical solutions.**

AA 3.1. Put theoretical knowledge into practice and combine it with practices on the ground.

AA 3.2. Contribute to the professionalization of practices on the ground.

AA 3.3. Review professional practices critically.

AA 3.4. Transform a social demand (individual or collective) into a feasible project (in terms of theory, context and implementation).

AA 3.5. Define the actions to be taken, implement them, assess their impact and adapt them if necessary.

AA 3.6. Influence the dynamic of professional relations.

**AA 4. Promote individuals through employment.**

AA 4.1. Be aware of the underlying human perspectives with regard to employment and worker management practices.

AA 4.2. Adopt a humanist vision of labour and employment into their thinking and see that this is materialised in their actions, promoting mutual respect in labour and employment relations.

**AA 5. Develop cross-functional skills.**

AA 5.1. Be involved in building their own knowledge:

- by managing their training independently;
- by managing their involvement in group work;
- by using case studies or specialist reading.

AA 5.2. Develop and demonstrate an analytical approach.

AA 5.3. Communicate verbally and in writing in a clear, structured and well-argued manner.

## Programme structure

The programme comprises 60 credits, spread between the core subjects (35 credits) which includes the rudiments of each discipline and the dissertation, together with the option (25 credits) :

- the rudiments of each discipline are designed to provide the basis for tackling issues related to the world of work as they arise within different disciplines (e.g. law, sociology, etc.) ;
- for the option, there is a choice between Work and Society and European Master in Labour Sciences. The former is centred on questions of work in businesses and organizations; the latter on the comparison of different national systems which organize work in the European perspective. This option includes a semester abroad ;
- finally, the dissertation is a piece of individual work.

> [Tronc commun](#) [ en-prog-2014-trav2m1-ltrav201t.html ]

Options courses

> [Option: Travail et société](#) [ en-prog-2014-trav2m1-ltrav210o.html ]

> [Option: Approches européennes \(MEST\)](#) [ en-prog-2014-trav2m1-ltrav211o.html ]

## TRAV2M1 Detailed programme

## Programme by subject

### CORE COURSES [35.0]

● Mandatory

△ Courses not taught during 2014-2015

⊕ Periodic courses taught during 2014-2015

⊗ Optional

⊙ Periodic courses not taught during 2014-2015

‡ Two years course

Click on the course title to see detailed informations (objectives, methods, evaluation...)

### ● Mémoire (15 credits)

● LTRAV2950	Mémoire	N.		15 Credits	
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### ● Cours obligatoires (10 credits)

● LTRAV2210	Labour law	Marco Rocca, Jacques Van Drooghenbroeck	30h	5 Credits	1q
● LTRAV2240	Labour economics	Béatrice Van Haeperen	30h	5 Credits	1q

### ● Cours au choix (10 credits)

Au moins 10 crédits parmi :

⊗ LTRAV2200	Sociology of work	Mathieu de Nanteuil, Isabelle Ferreras	30h	5 Credits	1q
⊗ LTRAV2230	Psychology of work	Michaël Dubois	30h	5 Credits	1q
⊗ LTRAV2250	Philosophy of work	Mark Hunyadi	30h	5 Credits	1q
⊗ LTRAV2260	Psycho-sociological analysis of labour relations	Thomas Périlleux	30h	5 Credits	1q
⊗ LTECO2203	Questions of religious sciences: questions about ethics	Serge Maucq	15h	2 Credits	2q



**OPTIONS [25.0]**

1 option parmi les 2 suivantes :

- > Option: Travail et société [ en-prog-2014-trav2m1-ltrav210o ]  
 > Option: Approches européennes (MEST) [ en-prog-2014-trav2m1-ltrav211o ]

**OPTION: TRAVAIL ET SOCIÉTÉ [25.0]**

L'option travail et société est centrée sur les questions du travail dans l'entreprise ou dans l'organisation

- Mandatory  
 Courses not taught during 2014-2015  
 Periodic courses taught during 2014-2015
- Optional  
 Periodic courses not taught during 2014-2015  
 Two years course

Click on the course title to see detailed informations (objectives, methods, evaluation...)

<input type="radio"/> LTRAV2600	<a href="#">Staff and organization</a>	<a href="#">Laurent Taskin</a>	30h	5 Credits	1q
<input type="radio"/> LTRAV2610	<a href="#">Business economics</a>	<a href="#">Nicolas Neysen</a>	30h	5 Credits	2q
<input type="radio"/> LTRAV2630	<a href="#">Wellbeing at work</a>	<a href="#">Bénédicte Schepens</a>	30h	5 Credits	2q
<input type="radio"/> LTRAV2640	<a href="#">Bargaining theory and practice</a>	<a href="#">Stéphanie Demoulin</a>	25h	5 Credits	1q
<input type="radio"/> LTRAV2650	<a href="#">Aspects salariaux du travail</a>	<a href="#">Bauduin Auquier, Luc Denayer</a>	30h	5 Credits	2q

**OPTION: APPROCHES EUROPÉENNES (MEST) [25.0]**

L'option "Approches européennes (MEST)" est axée sur la comparaison des différents systèmes nationaux qui organisent le travail dans le contexte européen. Cette seconde option comprend un quadrimestre obligatoire au sein de l'une des douze institutions partenaires, dans le cadre du programme commun organisé par le réseau du MEST ([www.mest-emls.eu](http://www.mest-emls.eu))

● Mandatory

△ Courses not taught during 2014-2015

⊕ Periodic courses taught during 2014-2015

⊗ Optional

⊖ Periodic courses not taught during 2014-2015

‡ Two years course

Click on the course title to see detailed informations (objectives, methods, evaluation...)

● LTRAV2700	<a href="#">Contextual factors of work in Europe</a>	Evelyne Léonard, Emmanuelle Périn (compensates Evelyne Léonard)	15h	5 Credits	1q
● LTRAV2710	<a href="#">Comparative training and employment systems</a>	Gérard Valenduc, Béatrice Van Haeperen (coord.)	45h	5 Credits	2q
● LTRAV2720	<a href="#">Comparative social protection systems</a>	Yannick Vanderborght, Pascale Vielle	45h	5 Credits	2q
● LTRAV2730	<a href="#">Comparative systems of salaries and human resource management</a>	Evelyne Léonard, Philippe Meysman, Emmanuelle Périn (compensates Evelyne Léonard)	30h	5 Credits	2q
● LTRAV2740	<a href="#">Comparative industrial relations systems</a>	Filip Dorssemont, Anne Dufresne (compensates Marc Zune), Marc Zune (coord.)	45h	5 Credits	2q

## TRAV2M1 - Information

### Admission

*General and specific admission requirements for this program must be satisfied at the time of enrolling at the university..*

The entrance examination for those having completed a course of higher education outside a university comprises a personal file to be submitted by each student containing evidence that the correct number of prerequisite subjects has already been followed. There is also a written examination designed to test skills in summary, criticism and expression as well as the comprehension of basic academic texts on labour issues. Further information is available on the Institute of Labour Sciences website – [www.uclouvain.be/trav](http://www.uclouvain.be/trav) – and from the Institute office.

- [University Bachelors](#)
- [Non university Bachelors](#)
- [Holders of a 2nd cycle University degree](#)
- [Holders of a non-University 2nd cycle degree](#)
- [Adults taking up their university training](#)
- [Personalized access](#)

#### University Bachelors

Diploma	Special Requirements	Access	Remarks
<b>UCL Bachelors</b>			
<a href="#">Bachelor in Human and Social Sciences</a>		Direct access	
		Direct access	
<b>Others Bachelors of the French speaking Community of Belgium</b>			
Bachelier en sciences humaines et sociales		Direct access	
		Direct access	
<b>Bachelors of the Dutch speaking Community of Belgium</b>			
		Direct access	
<b>Foreign Bachelors</b>			
		Direct access	

#### Non university Bachelors

Diploma	Access	Remarks
> Find out more about <a href="#">links</a> to the university		
> Tout bachelier de l'enseignement supérieur hors université de type long	Accès au master moyennant réussite d'une année préparatoire de max. 60 crédits	Type long
> Tout bachelier de l'enseignement supérieur hors université de type court	Accès au master moyennant réussite d'une année préparatoire de max. 60 crédits	Type court

#### Holders of a 2nd cycle University degree

Diploma	Special Requirements	Access	Remarks
<b>"Licenciés"</b>			



		Direct access	
<b>Masters</b>			
		Direct access	

## — Holders of a non-University 2nd cycle degree

Diploma	Access	Remarks
> Find out more about <a href="#">links</a> to the university		
> Tout master de l'enseignement supérieur hors université	Accès direct au master moyennant ajout éventuel de 15 crédits max	Type long

## — Adults taking up their university training

> See the website [Valorisation des acquis de l'expérience](#)

It is possible to gain admission to all masters courses via the validation of professional experience procedure.

Entry to all Masters (with the exception of Advanced Masters) can be gained through the special procedure for accrediting prior learning and experience known as VAE (validation des acquis de l'expérience).

As well as entry to this Master through this procedure ([www.uclouvain.be/vae.html](http://www.uclouvain.be/vae.html)), entry may also be gained on submission of a special personal file.

## — Personalized access

Reminder : all Masters (apart from Advanced Masters) are also accessible on file.

Entry to all Masters (with the exception of Advanced Masters) can also be gained on submission of a special personal file.

## — Admission and Enrolment Procedures for general registration

Specific procedures :

The entrance examination for those having completed a course of higher education outside a university comprises a personal file to be submitted by each student containing evidence that the correct number of prerequisite subjects has already been followed. There is also a written examination designed to test skills in summary, criticism and expression as well as the comprehension of basic academic texts on labour issues. Further information is available on the Institute of Labour Sciences website – [www.uclouvain.be/trav](http://www.uclouvain.be/trav) – and from the Institute office.

## Teaching method

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The Master 60 in Labour Sciences is **organised with 'atypical' schedules**, in the evenings and/or on Saturday mornings. The balance of the workload and teaching is thereby designed to enable working students to study under better conditions. In coordination with the head of programme, the Academic Secretary, together with student delegates and the help of the Secretariat, coordinates the workload semester by semester.

The **teaching methods** of the Master in Labour Sciences programme favour a variety of forms of learning and rely on the active involvement of the students in the construction of their knowledge, taking account of both the theoretical aspects and practices on the ground: individual and group work, reading, case studies, expert testimony, empirical observations and analyses, etc. The classes rely on frequent interactions with the students and regularly involve other experts. In addition, the faculty members include some top-flight practitioners who provide a practical perspective on the labour issues studied.

Within the framework of the Master 60 in Labour Sciences, it is also possible to take part in an **exchange** with one of the partner universities of the Institute of Labour Sciences. The "European Approaches (MEST)" option is part of an exchange with twelve partner universities comprising the "MEST" network of which UCL is the coordinator. The teaching specific to this option (and to the mobility that supports it) employs comparative approaches: the classes given in partner universities concern elements of labour and employment policy in a European context. You can find more information about this option at the network website: [www.mest-emls.eu](http://www.mest-emls.eu).

## Evaluation

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*The evaluation methods comply with the [regulations concerning studies and exams](#). More detailed explanation of the modalities specific to each learning unit are available on their description sheets under the heading "Learning outcomes evaluation method".*

As there are a number of different forms of learning within the Master in Labour Sciences programme, **several evaluation methods** are used to assess the expected learning outcomes within the framework of each teaching activity. Written and oral examinations are combined with individual and group work, as well as individual and group presentations in various forms.

As part of the **thesis**, students are required to demonstrate their disciplinary knowledge with regard to a labour-related problem or issue. They do this by producing two dissertations related to classes in two distinct disciplines and construct the links between the two specific lines of questioning (see specific assessment methods for the thesis). This demanding work enables students to study an issue in depth by combining two distinct disciplinary approaches, demonstrating their disciplinary knowledge, their ability to construct a line of questioning and argument supported by robustly referenced scientific documents.

## Mobility and/or Internationalisation outlook

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The Work and Society option offers students the opportunity to spend a semester as an exchange student at the School of Industrial Relations (l'Ecole des Relations Industrielles -ERI) at the University of Montreal or the School of Industrial Relations at Laval University in Quebec (in french).

The European Master in Labour Sciences (Master européen en sciences du travail - MEST) includes a compulsory exchange which lasts a semester with a partner institution among 13 european partners.

## Possible trainings at the end of the programme

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In theory, it is possible to move up from the 60 credit Master to the 120 credit Master providing all the core subjects from the 120 credit Master are added to the programme (including a new dissertation of 28 credits and the dissertation seminar) together with two courses from the research focus of the 120 credit Master which have not already been taken for the 60 credit programme. 75 additional credits are necessary.

In practice, however, this really does not represent the best way of moving up and will also be very difficult to achieve in terms of both the organization of each semester and of timetabling. For these reasons, students are strongly discouraged from moving up in this way.

## Contacts

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### Curriculum Management

Entité de la structure TRAV

Acronyme **TRAV**  
Dénomination Ecole des Sciences du travail

Adresse Place des Doyens, 1 bte L2.01.04  
1348 Louvain-la-Neuve  
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Site web <https://www.uclouvain.be/trav.html>  
Secteur Secteur des sciences humaines (SSH)  
Faculté Faculté des sciences économiques, sociales, politiques et de communication (ESPO)  
Commission de programme Ecole des Sciences du travail (TRAV)

**Academic Supervisor :** [Laurent Taskin](#)

## Jury

Président du Jury : **Pierre Reman**  
Secrétaire du Jury : **Bernard Nyssen**

## Usefull Contacts

Responsable administrative et conseillère aux études : **Anne-Françoise Bray**  
Informations aux étudiants : **Géraldine Dupont**  
Informations aux étudiants : **Françoise Ledant**  
Informations aux étudiants : **Annick Bacq**

