

**TRAV2M**

2014 - 2015

Master [120] in Labour sciences (shift schedule)

**At Louvain-la-Neuve - 120 credits - 2 years - 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: **trav2m** - European Qualifications Framework (EQF): 7**Table of contents**

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## TRAV2M - Introduction

### Introduction

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## TRAV2M - 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 Master's programme offers a multidisciplinary approach to labour issues incorporated within the framework of a detailed methodological and empirical process and an international opening-up of human and social labour problems.

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 120 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, in particular the international dimensions. They display method and adaptability in their approach, while developing a real ability in the analysis (comparative in particular) of the problems they encounter.

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

**AA 1. Demonstrate command of a knowledge base of disciplinary theories in order to understand issues related to labour.**

AA.1.1. Use the relevant disciplinary theoretical concepts to understand labour issues.

AA 1.2. Position themselves within the disciplinary trends in human sciences.

AA 1.3. Understand the founding and interpretative paradigms of labour sciences.

**AA 2. Problematised and analyse complex situations relating to labour and employment problems, social policies and professional relations, using a multidisciplinary approach. (be able to apply theoretical knowledge)**

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

AA 2.2. Analyse and problematise complex practical situations.

AA 2.3. Understand and analyse the trends and developments in work in the world of labour and in the pronouncements of specialists and stakeholders.

AA 2.4. 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 2.5. 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.2.6. Identify, understand and analyse the interactions between the European and national dimensions (European Approaches option – MEST).

AA 2.7. Read and understand scientific literature, particularly in English.

**AA 3. Suggest a disciplinary and multidisciplinary approach to labour issues that is incorporated within an in-depth methodological and empirical process.**

AA 3.1. Implement methodological tools for research in labour sciences:

- collect and select pertinent empirical data, according to the problem in question;
- exploit and analyse these data through different disciplines, using robust, advanced and appropriate methods;
- interpret the results and draw well-founded conclusions.

**AA 4. Develop and acquire the skills required to conduct labour and employment projects, including the development and implementation of practical solutions. (Be able to intervene pertinently in labour and employment problems)**

AA.4.1. Put theoretical knowledge into practice and combine it with practices on the ground.

AA 4.2. Contribute to the professionalization of practices on the ground.

AA 4.3. Adopt a critical approach to professional practices from a disciplinary or multidisciplinary perspective.

AA 4.4. Transform a social demand (individual or collective) into a feasible project (in terms of theory, context and implementation).

AA 4.5. Intervene expertly and pertinently in problems related to labour and employment, social policies and professional relations in different professional contexts.

AA 4.6. Define the actions to be taken, implement them, assess their impact and adapt them if necessary.

AA 4.7. Influence the dynamic of professional relations.

**AA 5. Promote individuals through employment.**

AA 5.1. Be aware of the human dimension underlying employment and worker management practices.

AA 5.2. 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 6. Develop cross-functional skills.**

AA 6.1. 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;
- by using observations and empirical analyses.

AA 6.2. Demonstrate a robust and well-argued critical approach.

AA 6.3. Develop and implement a scientific approach essential for all labour research.

AA 6.4. Communicate verbally and in writing in a clear, structured and well-argued manner.

AA 6.5. Work in an international environment.

## Programme structure

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The programme comprises 120 credits, spread between the core subjects (65 credits), the professional focus (30 credits) and an option (25 credits):

- the objective of the core subjects is to develop analytical and methodological skills to deal with questions related to the world of work, through an introductory course, another on methodology and a multidisciplinary seminar spread over the two years. It also includes courses which deal with institutions and the different contexts of work. Finally there is the dissertation which requires students to do a piece of individual research on a subject of their choice.
- the professional focus concentrates on the main areas of the different disciplines involved in dealing with questions related to the world of work: sociology, law, psychology, economics, philosophy and psychosociology. This shows students how these different disciplines relate to the world of work.
- in parallel, students may choose one of two options. Work and Society relates to work in companies and organizations. The European Master in Labour Sciences compares how different national systems organize the world of work in a European context. This option includes a semester abroad.

*Whatever the focus or the options chosen, the programme of this master shall totalize 120 credits, spread over two years of studies each of 60 credits.*

[> Tronc commun](#) [ en-prog-2014-trav2m-ltrav200t.html ]

[> Professional focus](#) [ en-prog-2014-trav2m-ltrav200s ]

Options courses

[> Option: Travail et société](#) [ en-prog-2014-trav2m-ltrav200o.html ]

[> Option: Approches européennes \(MEST\)](#) [ en-prog-2014-trav2m-ltrav201o.html ]

## TRAV2M Detailed programme

### Programme by subject

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#### CORE COURSES [65.0]

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○ 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...)

Year

1 2

○ **Mémoire (30 credits)**

○ LTRAV2910	Séminaire d'accompagnement du mémoire	N.		2 Credits		x
○ LTRAV2900A	Mémoire - 1ère partie	N.		7 Credits		x
○ LTRAV2900B	Mémoire - (2ème partie) Directeur	N.		21 Credits		x

○ **Problèmes du travail (15 credits)**

○ LTRAV2000	Introduction to Sciences of Work	Anne Rousseau	15h	3 Credits	1q	x
○ LTRAV2010	Research methods in labour science	Patricia Vendramin	30h	4 Credits	1q	x
○ LTRAV2020A	Pluridisciplinary seminary of problematic of work - part 1	N.	30h	4 Credits	2q	x
○ LTRAV2020B	Pluridisciplinary approches of work and GRH	N.	30h	4 Credits	1q	x

○ **Institutions et contextes (14 credits)**

○ LTRAV2030	The law and practice of collective labour relations	Filip Dorssemont, Sophie Du Bled	45h	5 Credits	2q	x
○ LSOC2025	Sociology of Organisations and Organised Action	Carine Ollivier (compensates Marc Zune), Marc Zune	30h	5 Credits	2q	x

○ **Un cours**

parmi :

⊗ LTRAV2040	Social politics <i>cours bisannuel</i>	Philippe Pochet, Pierre Reman	30h	4 Credits	2q ⊖	x
⊗ LTRAV2050	Employment policies	Philippe Pochet, Pierre Reman	30h	4 Credits	2q ⊕	x

○ **Cours de sciences religieuses (2 credits)**

Les étudiants ayant déjà suivi un cours de sciences religieuses précédemment doivent prendre un cours dans l'option non choisie.

○ LTECO2203	Questions of religious sciences: questions about ethics	Serge Maucq	15h	2 Credits	2q	x
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○ **Langues (4 credits)**

○ LANGL2432	English communication skills	Brigitte Loosen, Anne-Julie Toubeau	30h	4 Credits	2q	x
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**PROFESSIONAL FOCUS [30.0]**

○ 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...)

Year

1 2

○ *Fondements disciplinaires des sciences du travail*

○ LTRAV2200	<a href="#">Sociology of work</a>	<a href="#">Matthieu de Nanteuil, Isabelle Ferreras</a>	30h	5 Credits	1q	x	
○ LTRAV2210	<a href="#">Labour law</a>	<a href="#">Marco Rocca, Jacques Van Drooghenbroeck</a>	30h	5 Credits	1q	x	
○ LTRAV2230	<a href="#">Psychology of work</a>	<a href="#">Michaël Dubois</a>	30h	5 Credits	1q	x	
○ LTRAV2240	<a href="#">Labour economics</a>	<a href="#">Béatrice Van Haeperen</a>	30h	5 Credits	1q		x
○ LTRAV2250	<a href="#">Philosophy of work</a>	<a href="#">Mark Hunyadi</a>	30h	5 Credits	1q		x
○ LTRAV2260	<a href="#">Psycho-sociological analysis of labour relations</a>	<a href="#">Thomas Périlleux</a>	30h	5 Credits	1q		x

**OPTIONS [25.0]**

une parmi :

- > Option: Travail et société [ en-prog-2014-trav2m-ltrav200o ]  
 > Option: Approches européennes (MEST) [ en-prog-2014-trav2m-ltrav201o ]

**OPTION: TRAVAIL ET SOCIÉTÉ [25.0]**

● Mandatory

⊗ Optional

△ Courses not taught during 2014-2015

⊙ Periodic courses not taught during 2014-2015

⊕ Periodic courses taught during 2014-2015

‡ Two years course

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

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

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

○ 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...)

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



## TRAV2M - 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 in an institution other than a university (l'Enseignement Supérieur hors université -SHU) comprises: a personal file to be submitted by each student containing evidence that the correct number of prerequisite subjects has already been followed; and a written examination designed to test skills in summary, criticism and expression. 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	Répondant aux conditions générales d'accès	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). Entry to this Master can be gained through this procedure.

[https:// www.uclouvain.be/vae.html](https://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 in an institution other than a university (l'Enseignement Supérieur hors université -SHU) comprises: a personal file to be submitted by each student containing evidence that the correct number of prerequisite subjects has already been followed; and a written examination designed to test skills in summary, criticism and expression. 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 120 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.

### Multidisciplinary approach

The multidisciplinary nature of the training is guaranteed by courses from different disciplines, as well as by the incorporation of disciplines within the framework of the "Introduction to Labour Sciences" course and the "Multidisciplinary Seminar in Labour Problems", which require active participation by the students in the form of reading, group presentations, field work, etc. Through these activities, students must acquire and demonstrate the ability to analyse a given subject using several disciplinary approaches.

Within the framework of the Master 120 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, there are **several different evaluation methods** 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.

### Thesis and methodology

The thesis is an important part of the students' academic progress. It constitutes a substantial personal work supervised by a professor and assessed by a panel composed of the thesis advisor and an external panel member. The aim of the thesis is to encourage the student to use part of the learning acquired on the Master in Labour Sciences course to understand a labour-related question. As well as an investigative and summary approach to the scientific literature related to this question, the student is required to construct a research design requiring him or her to collect and analyse empirical data in order to provide a solution. It is expected that a multidisciplinary approach will be incorporated into the process and the discussion of the results. Students pursuing the "European Approach (MEST)" option will develop a comparative perspective in their thesis. The thesis is defended orally on completion of the student's academic programme, at a public defence before the panel. The Master 120 in Labour Sciences programme offers learning activities in methodology, a series of classes devoted to the study of "labour-related issues", a multidisciplinary seminar and a thesis support seminar to support students.

## 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 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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Advanced Masters : None

Doctoral programmes : Doctoral School of Political and Social Science.

## Contacts

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### Curriculum Managment

Entite de la structure TRAV

Acronyme	<b>TRAV</b>
Dénomination	Ecole des Sciences du travail
Adresse	Place des Doyens, 1 bte L2.01.04 1348 Louvain-la-Neuve Tél 010472063 ; 010473921 - Fax 010 47 39 14
Site web	<a href="https://www.uclouvain.be/trav.html">https://www.uclouvain.be/trav.html</a>
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**

