



# Faculté des sciences économiques, sociales et politiques

## ESPO

TRAV2122 **The law and the practice of collective labour relations**

[45h] 6 credits

This course is taught in the 1st semester

**Teacher(s):** Gilbert Demez  
**Language:** french  
**Level:** 2nd cycle course

### Aims

A technical understanding of collective relations between employers and workers.  
 The ability to understand and analyse these systems in a socio economic and political context in Belgium and at international level.

### Main themes

Learning about key notions and mechanisms; information and analysis of realities. The course is mainly focused on Belgium, and makes comparisons with certain situations in other countries. It also analyses the ways in which the International Labour Organisation (ILO) and the European Union intervene in labour law.

The course deals with actors (trade unions and employers' associations), the institutional framework (concertation bodies), negotiations and collective agreements (status, implementation and content), and collective disputes (preventive actions and institutions, and the status, forms, procedure and conduct of disputes).

### Content and teaching methods

The aim of the course is a theoretical and practical analysis of labour relations as they are conducted at collective, interprofessional, sectoral and enterprise level.

After a conceptual analysis of the phrase 'industrial relations', the course examines the four 'phenomena' of collective labour law: freedom of association for both workers and employers, the negotiation of collective labour agreements, collective disputes (strikes and lock outs), and interventions by mechanisms for the prevention and regulation of collective disputes.

This examination will conclude with a reflection on the role of the state, of the European Union and of the international community in this field.

### Other information (prerequisite, evaluation (assessment methods), course materials recommended readings, ...)

This course is given in the evening and/or on Saturdays.

### Other credits in programs

<b>TRAV22</b>	Deuxième licence en sciences du travail	(6 credits)	Mandatory
<b>TRAV2M1/EU</b>	Master en sciences du travail (option européenne)	(6 credits)	Mandatory
<b>TRAV2M1/GE</b>	Master en sciences du travail (générale)	(6 credits)	Mandatory