

Labour and Employment (F000750)

Course size *(nominal values; actual values may depend on programme)*

Credits 6.0

Study time 180 h

Course offerings and teaching methods in academic year 2025-2026

A (semester 1)	Dutch	Gent	seminar independent work lecture
B (semester 1)	Dutch	Gent	independent work lecture seminar

Lecturers in academic year 2025-2026

Baert, Stijn	EB21	lecturer-in-charge
Omey, Eddy	EB21	co-lecturer

Offered in the following programmes in 2025-2026

	crdts	offering
Bachelor of Science in Business Administration	6	A
Bachelor of Science in Business Economics	5	B
Bachelor of Science in Communication Science	5	A
Master of Science in Teaching in Economics(main subject Business Economics)	6	A
Master of Science in Teaching in Social Sciences(main subject Sociology)	6	A
Master of Science in Business Economics (main subject Accountancy)	6	A
Master of Science in Business Economics (Double Degree)(main subject Accountancy)	6	A
Master of Science in Business Economics (Double Degree)(main subject Corporate Finance)	6	A
Master of Science in Business Economics (main subject Corporate Finance)	6	A
Master of Science in Business Engineering(main subject Data Analytics)	6	A
Master of Science in Business Engineering(main subject Finance)	6	A
Master of Science in Industrial Engineering and Operations Research(main subject Manufacturing and Supply Chain Engineering)	6	A
Master of Science in Business Economics (Double Degree)(main subject Marketing)	6	A
Master of Science in Business Economics (main subject Marketing)	6	A
Master of Science in Political Science(main subject National Politics)	6	A
Master of Science in Business Engineering(main subject Operations Management)	6	A
Master of Science in Industrial Engineering and Operations Research(main subject Transport and Mobility Engineering)	6	A
Master of Science in Complementary Studies in Economics	6	A
Master of Science in Industrial Engineering and Operations Research	6	A
Master of Science in Sociology	6	A
Micro-credential Labour and Employment	6	A
Micro-credential Labour, Employment and Business Administration	6	A
Elective Set Economics	6	A

Teaching languages

Dutch

Keywords

Labour, labour market, employment rate, unemployment, inactivity, sustainable

employment, labour market research, labour market policy, socio-economic policy, welfare state, labour relations, wage formation.

Position of the course

This course unit offers students insight into the functions and functioning of the labour market. The focus is mainly on topics such as labour demand, labour supply, employment, unemployment and inactivity. Ample attention is paid to recent scientific research on these topics. In addition, the labour market is related to the welfare state as a higher goal. Students also gain insight into the functioning of the Belgian social dialogue system and the specific challenges facing the Belgian labour market. They are also given the opportunity to help determine the topics covered and choose which aspects they wish to explore in more depth through assignments.

Contents

A. Functions and functioning of the labour market

A.1. Theoretical introduction to labour, labour market, labour supply and demand

A.2. Capita selecta (*)

A.3. The welfare state

B. The Belgian labour market

B.1. Social dialogue

B.2. Challenges for our labour market

C. Assignments on labour market policy, research and vision

C.1. Elective assignment: synthesis guest lectures on labour market research

C.2. Elective assignment: synthesis guest lectures on labour market vision

C.3. Elective assignment: synthesis committee meeting Flemish Parliament

C.4. Elective assignment: extract remarkable figure from labour market data

C.5. Elective assignment: writing an opinion piece

(*) This part is more extensive for students following this course for 6 credits than for students following this course for 5 credits.

Initial competences

No specific prior knowledge is required.

Final competences

- 1 Define and understand the common basic concepts and models concerning the functions and the functioning of the labour market.
- 2 Analyse and explain the functioning of the Belgian system of social bargaining and the Belgian social security.
- 3 Define and understand important evolutions on the Belgian labour market.
- 4 Basic insights into research questions, data and methods used in state-of-the-art labour market research.
- 5 Evaluate and formulate visions concerning topical labour market themes.

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Seminar, Excursion, Lecture, Independent work

Extra information on the teaching methods

This course starts with a series of lectures on the functions and functioning of the labour market, partly focusing on recent research in this field. Next, a lecture is offered on a number of specific topics concerning work and the labour market, tailored to the students' interests. There are also thematic lectures on the welfare state and social dialogue in Belgium.

The students also work independently. On the one hand, they study the most recent annual report of the Belgian High Council for Employment on the challenges facing the Belgian labour market. In doing so, they can submit questions and take a self-test. On the other hand, they are encouraged to process the basic lectures in time through a second self-test.

In addition to these lectures and tutorial support, students also work on two to three assignments on labour market research, policy and vision. Possible assignments include: submitting a synthesis of optional guest lectures by labour market researchers or top policy makers, or of a committee meeting of the Flemish Parliament ('excursion'); searching labour market databases in search of a remarkable figure; or writing an opinion piece. For the latter two assignments, a first version can be discussed orally with the responsible teacher during feedback sessions.

The limited number of - often recorded - lectures and the option to choose between assignments make this course unit well accessible to working students, as well as to students who take this course as an elective or via a credit contract and have to combine it with another course unit with (compulsory) classes at the same time.

Study material

Type: Syllabus

Name: Labour and employment: a theoretical introduction

Indicative price: € 9

Optional: no

Language : Dutch

Number of Pages : 112

Oldest Usable Edition : 2025

Available on Ufora : Yes

Online Available : Yes

Available in the Library : No

Available through Student Association : No

References

Course content-related study coaching

The computer presentations used during classes can be accessed via Ufora. Useful links and videos are also available there.

At the beginning of the semester, the different ways in which questions can be asked are communicated (questions during lectures, discussion via Ufora, specific question lectures and a limited possibility for questions via e-mail).

Self-tests will be made available.

Students can receive oral feedback on a preliminary version of some assignments during feedback sessions.

All students receive a feedback form for their assignments at the end of the semester, based on the assessment criteria communicated at the beginning of the semester.

Assessment moments

end-of-term and continuous assessment

Examination methods in case of periodic assessment during the first examination period

Written assessment

Examination methods in case of periodic assessment during the second examination period

Written assessment

Examination methods in case of permanent assessment

Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible

Extra information on the examination methods

Period-based evaluation: written examination with open-ended questions. The type of questions is explained at the start of the semester, and a sample exam is provided.

Continuous evaluation: each student completes two out of five possible assignments. Each assignment is assessed on 3 out of the 20 marks. If a third assignment is submitted, only the two highest rated assignments will be counted.

In addition, bonus points can be earned via two self-tests (see next section).

Calculation of the examination mark

The period-based evaluation counts for 70% of the final grade, the permanent evaluation for 30%.

In addition, a bonus of half a point can be earned per self-test by those who answer at least half the questions correctly. These bonus points are carried over to the second examination opportunity (there is no retake option of the self-tests). Total scores above 20 are automatically reduced to 20.

Facilities for Working Students

The limited number of - often recorded - lectures and the option to choose between assignments make this course unit particularly accessible to working students. They can specifically choose assignments that they can complete from home. It is also possible to get interim feedback on their assignments over the phone.