

Social Dialogue (F710408)

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

Credits 3.0

Study time 90 h

Course offerings and teaching methods in academic year 2025-2026

A (semester 1)

English

Gent

lecture

group work

Lecturers in academic year 2025-2026

De Spiegelaere, Stan

EB23

lecturer-in-charge

Offered in the following programmes in 2025-2026

[Master of Science in Teaching in Economics](#)(main subject [Business Administration](#))

crdts

offering

3

A

[Master of Science in Business Administration](#)(main subject [HRM and Organizational Management](#))

3

A

[Exchange programme in Economics and Business Administration](#)

3

A

Teaching languages

English

Keywords

Social Dialogue, Industrial relations, Trade unions, employers, employees, negotiations, collective bargaining

Position of the course

Social dialogue, information and consultation of employee representatives and engaging with trade unions is one of the key tasks of company and human resource managers in Belgium. The field of social dialogue in Belgium is complex with multiple actors and institutions that all have their impact on the freedom of play and the content of the human resource management on the company level.

This course will discuss social dialogue in Belgium with a focus on both the institutions and rules, as on the logic behind certain institutions, the motivations of the actors and the effects that varieties of social dialogue traditions can have.

Given the globalized and Europeanized economy, the European level social dialogue and the dialogue in multinational companies will equally be covered.

Contents

The logic and dynamics behind social dialogue on organizational, sectoral, national and international level

The different perspectives on industrial relations and social dialogue

Belgian social dialogue (history, logic, actors, institutions and recent developments)

Social dialogue in other European countries

Social dialogue on the European level

Initial competences

Introduction to management, psychology, sociology, economy, social legislation

Final competences

- 1 Critically assess others and your own frame of reference regarding social dialogue
- 2 Gain insight in the importance and logics behind organized social dialogue
- 3 Critically discuss the Belgian system of social dialogue on different levels
- 4 Gaining insight in the diversity of social dialogue systems in Europe and on the European level
- 5 Compare the Belgian system of social dialogue with other countries
- 6 Critically assess problems in social dialogue in a company

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

Group work, Lecture

Extra information on the teaching methods

Study material (slides, e-book, texts, videos) available on UFORA learning platform UGent)

Study material

Type: Syllabus

Name: Social Dialogue

Indicative price: Free or paid by faculty

Optional: no

Language : English

Number of Pages : 289

Available on Ufora : Yes

Online Available : Yes

Available in the Library : No

Available through Student Association : No

References**Course content-related study coaching**

On demand.

Assessment moments

end-of-term and continuous assessment

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

Oral assessment

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

Oral assessment

Examination methods in case of permanent assessment

Oral assessment, Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible

Extra information on the examination methods

Paper + oral examination

Calculation of the examination mark

PE 60%

NPE 40%