



GRB2MC

2024 - 2025

**GRB2MC -**



3.6.ERG. Accompagner l'entreprise dans la recherche et la mise en œuvre de solutions, en impliquant les individus concernés dans l'élaboration de solutions structurelles et en les sensibilisant à leur propre bien-être, tout en ayant conscience des stratégies favorables au changement organisationnel

3.7.ERG. Participer à l'évaluation des transformations opérées, afin de préciser les pistes de travail à poursuivre

3.8.ERG. Tout au long de la démarche, développer un regard réflexif sur sa propre pratique professionnelle :

# Questionner des situations concrètes ancrées dans ses expériences professionnelles ;

# Mettre en lien les apprentissages dans une visée d'action sur le terrain socio-professionnel ;

# Confronter théorie et pratique afin d'apprendre à porter un regard critique d'une part, sur le fonctionnement d'une organisation et/ou une situation problématique et d'autre part, sur la théorie en regard de la réalité de terrain (« aller-retour » entre théories et pratiques) ;

**De manière spécifique pour les diplômés ayant suivi le module de spécialisation Aspects psychosociaux, y compris la violence, le harcèlement moral et sexuel au travail :**

3.1.AP. Initier et mener l'analyse d'une situation relative au bien-être psychosocial des travailleurs ou relative à la violence, au harcèlement moral ou sexuel au travail :

# en mobilisant la méthodologie la plus pertinente en regard du contexte,

# selon une approche interdisciplinaire et globale de la prévention.

3.2.AP. Identifier les sources d'information fiables et appropriées, et pouvoir communiquer ces informations dans une perspective de participation.

3.3.AP. Recueillir, analyser et interpréter les informations recueillies avec recul critique.

3.4.AP. Identifier les déterminants psychologiques et sociaux des comportements humains et ceux de sécurité, de santé et de bien-être saillants pour l'élaboration de l'intervention et de solutions au niveau psychosocial les plus pertinentes possibles.

3.5.AP. Impliquer les individus concernés dans l'élaboration de solutions, et les sensibiliser/former dans l'intégration de leur propre bien-être.

3.6.AP. Identifier le type d'intervention le plus pertinent en regard de la situation et formuler des solutions au niveau psychosocial et/ou structurelles susceptibles d'engendrer des changements non seulement au niveau individuel mais également dans la perspective de changements aux niveaux organisationnel, culturel et structurel.

3.7.AP. Identifier les leviers d'amélioration de la qualité du travail, en ayant conscience des stratégies favorables au changement organisationnel adaptée à la problématique psychosociale.

3.8.AP. Développer un regard réflexif sur sa propre pratique professionnelle :

# Questionner des situations concrètes ancrées dans ses expériences professionnelles ;

# Mettre en lien les apprentissages dans une visée d'action sur le terrain socio-professionnel ;

# Confronter théorie et pratique afin d'apprendre à porter un regard critique d'une part, sur le fonctionnement d'une organisation et/ou une situation problématique et d'autre part, sur la théorie en regard de la réalité de terrain (« aller-retour » entre théories et pratiques) ;

6. Agir en tant que préventeur, selon une approche scientifiquement fondée, dans le respect stricte des règles de déontologie, et en ayant intégré une logique de développement continu.
- 6.1. S'engager dans une pratique professionnelle selon une approche scientifiquement fondée (d'un point de vue théorique et méthodologique) et caractérisée par une prise de distance critique.
- 6.2. S'engager, décider et agir dans le respect des règles de la déontologie.
- 6.3. Intégrer une logique d'auto-évaluation, d'apprentissage et de développement continu indispensable pour évoluer positivement dans son environnement professionnel et social.

## Programme structure

The programme comprises 60 credits (400 hours) of training, divided as follows :

- core subjects of 15 credits for basic multidisciplinary training (120 hours), covering general training, general legal aspects including the role of different advisers in safety, ergonomics, health and well-being at work ;
- specialized modules of 30 credits each and the final dissertation of 15 credits which relates to the selected module :
- ergonomics : specialized training (280 hours) provides the knowledge and skills necessary to practice the profession (presentation of practical cases, active seminars), or
- the psycho-social aspects of work including violence and moral or sexual harassment: specialized training (280 hours) provides the knowledge and skills necessary to practice the profession (presentation of practical cases, active seminars).

## GRB2MC Programme

## Detailed programme by subject

### CORE COURSES [60.0]

- Mandatory
- ⊗ Optional
- △ Not offered in 2024-2025
- ⊙ Not offered in 2024-2025 but offered the following year
- ⊕ Offered in 2024-2025 but not the following year
- △ ⊕ Not offered in 2024-2025 or the following year
- Activity with requisites
- 🌐 Open to incoming exchange students
- 🚫 Not open to incoming exchange students
- [FR] Teaching language (FR, EN, ES, NL, DE, ...)

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

### ○ Basic multidisciplinary training and end of study thesis (30 credits)

○ LGRBE2001	Introduction et cadre législatif de la fonction de préventeur		FR [q1] [30h] [3 Credits] 🌐
○ LGRBE2002	Gestion des risques (y compris la gestion des accidents du travail, maladies professionnelles)		

● LGRBE2201



## GRB2MC - Information

### Access Requirements

*In the event of the divergence between the different linguistic versions of the present conditions, the French version shall prevail.*

*Decree of 7 November 2013 defining the landscape of higher education and the academic organization of studies.*

*The admission requirements must be met prior to enrolment in the University.*

*Unless explicitly mentioned, the bachelor's, master's and licentiate degrees listed on this page are to be understood as those issued by an institution of the French, Flemish or German-speaking Community, or by the Royal Military Academy.*

***In the event of the divergence between the different linguistic versions of the present conditions, the French version shall prevail.***

#### SUMMARY

- [General access requirements](#)
- [Specific access requirements](#)

### General access requirements

Translated from [https://www.galilex.cfwb.be/fr/leg\\_res\\_01.php?ncda=39681&referant=l02](https://www.galilex.cfwb.be/fr/leg_res_01.php?ncda=39681&referant=l02)

Art. 112. of the "Décret définissant le paysage de l'enseignement supérieur et l'organisation académique des études" :

§ 1. In accordance with the general requirements established by the academic authorities, students who have:

1. a master's degree;
2. an academic degree similar to the one mentioned in the preceding paragraph awarded by a higher education institution in the Flemish Community or the German-speaking Community, or by the Royal Military Academy, by virtue of a decision of the academic authorities and in accordance with any additional requirements they may establish;
3. a foreign academic degree deemed equivalent to the one mentioned in paragraph 1, in accordance with this Decree, a European directive, an international convention or other legislation, in accordance with the same requirements.

The additional admission requirements referred to in paragraph 2 are intended to ensure that the student has acquired the knowledge and skills required for the studies in question. When the additional admission requirements consist of one or more additional course units, these may not represent more than 60 additional credits for the student, taking into account all the credits that he or she may otherwise use for admission. These course units are part of the student's study programme.

§ 2. In accordance with the general requirements established by the academic authorities, a student who holds a title, diploma, degree or certificate of higher education, in the French Community or outside it, which does not grant him or her eligibility for admission to a specialised master's course by virtue of the preceding paragraph, may nevertheless be admitted by the jury of the course in question, in accordance with the additional requirements that it establishes, if the totality of the higher education that he or she has completed or the expertise that he or she has acquired is valued by the jury to be at least 240 credits.

§ 3. By way of derogation from these general requirements, the academic authorities may also admit to a specialised master's course holders of a title, diploma, degree or certificate awarded outside the French Community which, in that system of origin, grants direct eligibility for postgraduate studies, even if the studies sanctioned by these credentials are not organised into distinct degree courses or within a time period of at least five years.

### Specific access requirements

**ATTENTION** : Register for this programme through the institution responsible for its administrative management, i.e. [ULB](#), not through the UCLouvain Enrolment Office.



## Teaching method

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### Final assignment

The production of a final assignment (15 credits) is a central part of the programme, through which students' mastery of the concepts and their ability to apply them to real problems for their professional experience will be assessed. The assignment is defended orally and in public.

The aim is to lead students to rigorously apply a safety strategy to a problem which, as far as possible, is linked to their current or future professional responsibilities. In this way, students must demonstrate their ability to apply the principles of risk management in an area relating to the specialized module in the context of a real work situation. They will also need to use proper methodology to establish the relationship between the risk factors they have observed and the relevant indicators of system performance and of the health and well-being of workers both from a personal perspective and a group perspective.

The main stages of the work stem from this objective:

• accurate description of the different aspects of the problem, making a careful distinction between facts, opinions of the workers and subjective personal impressions

• documentary research and critical review of the literature on the problem in question

• formulating one or more hypotheses for checking

• choice of a methodology for investigation which is likely to provide an answer to the relevant questions

• pilot study to test the investigation protocol and, depending on the result, programme planning for the study

• analysis of results and discussion in relation to data found in the literature

• drawing up recommendations to make to the company and evaluation of the action taken.

The examining panel bases its assessment on the following criteria :

• relevance to professional practice;

• cross-disciplinary use of subjects explored in training;

• scientific rigour, i.e. correct definition of the problem, formulation of theoretical reference framework, clarification and justification of the methodology for investigation, critical of the results.

## 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".***

- It is up to the teaching staff to stipulate the assessment criteria for their course. The final assessment is in the form of a mark between 0 and 20.
- Organization of the examinations is according to the terms of the General Examination Regulations of each Academy.

## Possible trainings at the end of the programme

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The Advanced Joint Master is an inter-university training programme of 60 credits, open to students who hold a second cycle university degree.

Useful Contact(s)

- Gestion administrative ULB (+32 2 650 27 77): [info.grbet@ulb.be](mailto:info.grbet@ulb.be)

