Master in Labour sciences

The 2024–2025 programme is subject to change. It is provided for information purposes only.

- Focus Education and job placement management (evening schedule): This formation is organized out of office hours.
- Focus Professional (evening schedule): This formation is organized out of office hours.

Programme mnemonic
MA-TRAV
- Focus Education and job placement management (evening schedule): M-TRAVF
- Focus European: M-TRAVE
- Focus Professional (evening schedule): M-TRAVT
- Focus Work Organization and Social Relations: M-TRAVR

Studies level
Master 120 credits

Learning language
French

Schedule
- Focus Education and job placement management (evening schedule): out of hours
- Focus European: office hours
- Focus Professional (evening schedule): out of hours
- Focus Work Organization and Social Relations: office hours

Studies categories / subcategories
Human and social sciences / Human resources management and / Political and social sciences

Campus
Charleroi Ville Haute and Solbosch

Programme objectives
The objective of the Master in Labour Studies is to train people specialised in the organisation and management of labour. This means the programme's content must be versatile and flexible, tailored to social realities, and designed to prepare graduates for professional careers in the public or private sectors. With its direct link to the working world, the Master is above all characterised by its multidisciplinarity, with labour being considered from legal, sociological, psychological, economic, social, and medical perspectives.

Programme's added value
The Master programme can be completed either as daytime classes or as evening/weekend classes, depending on the chosen specialisation.
Certain specialisations are taught on the Solbosch Campus in Brussels, others in Charleroi.

Succeed in your studies
Choose
The information and guidance counsellors at the InfOR-études [https://www.ulb.be/en/studies-info-desk-1] service will help you choose your studies throughout the year.

Succeed

Get help
Apply for financial aid, look for accommodation or a student job, get support [https://www.ulb.be/fr/aides-services-et-accompagnement/aid-services-and-support-1] for your specific needs.

International/Openness
Students can spend a term abroad in the master programme. The department has exchange agreements with numerous European universities: Toulouse, Rennes, Istanbul, Lisbon, Zaragoza, etc.
The “gender and inequality” specialisation is part of a European network.

Job opportunities

The Master in Labour Studies prepares students to work in HR management in private or public companies, manage ‘social secretariats’ (payroll administration) and to work in tier 1 positions in public administrations. Opportunities also exist in NGOs, international organisations, and international trade unions. It also opens the door to positions of responsibility in private and public companies or in the non-profit sector (career guidance, job seeking, training, etc.):

- University-level social worker
- Team leader or organiser in the non-profit sector
- Consultant, human resource / training management
- Civil servant
- Manager in the private sector
- Project manager
- Gender equality officer

Contacts

- fabienne.hoebeeck@ulb.be
- +32 2 650 40 79
- https://monulb.ulb.be/group/staff-site/fabienne.hoebeeck

Jury President
Aline BINGEN

Jury Secretary
Isil ERDINC
Master in Labour sciences
Focus Education and job placement management (evening schedule)

Students in this programme must pick one of the following specialisations:

**Specialisations on the Brussels campus:**

- **Labour organisation and administration (daytime classes)** – This specialisation is directly linked to labour issues in the fields of law, sociology, psychology, and economics.

- **Managing training and work-to-school transitions (evening/weekend classes)** – This specialisation targets unemployment and greater labour mobility, where activities in the field of employability have greatly developed. The specific features of the skills involved in project design and management are a major subject in the programme. Company modernisation, in particular from an organisational perspective, has placed the focus on the need to provide training on strategies for managing companies.

- **The specialisation on Gender and inequality**, offered in part as evening/weekend classes, aims to train gender equality specialists by giving them the tools, knowledge, and awareness required to support progress in the field of gender equality and the fight against discrimination. This specialisation is closely connected to the European EGALES network (Etudes Genre et Actions Liées à l'Égalité dans la Société), whose members are the Lumière University Lyon 2 (network coordinator), the University of York (United Kingdom), the Autonomous University of Barcelona (Spain), the Åbo Akademi University (Finland), the University of Lausanne (Switzerland), the University of Bucharest (Romania), and the University of Toulouse-Jean Jaurès (France). The network offers opportunities for Erasmus exchanges for students taking who pick this specialisation. The EGALES Master website is: http://egales.univ-lyon2.fr/fr/

**Evenings/weekend classes on the Charleroi campus:**

Two branches of Master programme are available:

- **Management and administration in the non-market sector**, which provides training related to the non-commercial sector. This programme is intended for students who are called upon to work in positions of responsibility in public services, as well as for those interested in designing, developing, and managing service projects within non-profit organisations (associations, cooperatives, foundations, sheltered companies, NGOs, etc.).

- **Social development**, which is related to the ongoing promotion of professions associated with social work. The programme trains designers, managers, trainers, and supervisors of social projects in the public and private sectors as well as in NGOs. It provides graduates with a theoretical basis for analysing major challenges we are now facing: employment, working conditions, social exclusion, finding a job, local development.

### Bloc 1 | M-TRAV | MA-TRAV

#### Cours obligatoires

- **DROI-D408**| **Droit du travail** | Amaury MECHELYNCK (Coordinator)  
  - 5 credits [lecture: 24h]  
  - second term  
  - French

- **ECON-D438**| **Economie du travail** | Maria JEPSEN (Coordinator)  
  - 5 credits [lecture: 24h]  
  - second term  
  - French

- **PSYC-D402**| **Psychologie du travail et des entreprises** | Michel SYLIN (Coordinator)  
  - 5 credits [lecture: 24h]  
  - second term  
  - French

- **SOCA-D313**| **Sociologie du travail et Chaire FGTB** | Meike Brodersen (Coordinator)  
  - 5 credits [lecture: 36h]  
  - first and second terms  
  - French

- **SOCA-D400**| **Méthodes de recherche en sciences humaines** | Isil ERDINC (Coordinator) and Aline BINGEN  
  - 10 credits [lecture: 24h; practical work: 12h]  
  - first and second terms  
  - French

- **SOCA-D446**| **Histoire du travail** | Nicolas VERSCHUEREN (Coordinator)  
  - 5 credits [lecture: 24h]  
  - first term  
  - French

#### Cours spécifiques

- **SOCA-D451**| **Mobilités, transitions et reconversions professionnelles (conférences)** | Aline BINGEN (Coordinator)  
  - 5 credits [tutorial classes: 24h]  
  - second term  
  - French

- **SOCA-D470**| **Organisation du travail, risques professionnels et santé** | Laetitia Mélon (Coordinator)  
  - 5 credits [lecture: 24h]  
  - first term  
  - French
Cours optionnels

A total of ten credits chosen from the following

DROI-C5141 (optional)
Approches juridiques des discriminations | Isabelle RORIVE (Coordinator)
5 credits [lecture: 24h]  first term  French

INFO-D502 (optional)
Informatique appliquée aux sciences du travail | Luc BERNARD (Coordinator)
5 credits [lecture: 24h, tutorial classes: 12h]  first term  French

POLI-S426 (optional)
Economie politique des revenus et des inégalités en Europe et dans le monde | Jean Luc DE MEULEMEESTER (Coordinator)
5 credits [lecture: 24h]  second term  French

PSYC-D404 (optional)
Psychologie interculturelle du travail | Laurent LICATA (Coordinator)
5 credits [lecture: 24h]  second term  French

PSYC-D407 (optional)
Psychologie sociale | Sabine POHL (Coordinator)
5 credits [lecture: 12h]  second term  French

SOCA-D402 (optional)
Méthodologie des comparaisons internationales | Pierre DESMAREZ (Coordinator) and Wels Jacques
5 credits [lecture: 24h]  second term  French

SOCA-D404 (optional)
Sociologie des migrations | Andrea REA (Coordinator)
5 credits [lecture: 24h]  first term  French

SOCA-D406 (optional)
Sociologie politique du syndicalisme | Isil ERDINC (Coordinator)
5 credits [lecture: 24h]  first term  French

SOCA-D493 (optional)
Sociologie des organisations et de la gestion : aspects pratiques | Marie GORANSSON (Coordinator)
5 credits [lecture: 24h]  second term  French

SOCA-D497 (optional)
Sociologie du genre | David PATERNOTTE (Coordinator)
5 credits [lecture: 24h]  second term  French
Master in Labour sciences
Focus Education and job placement management (evening schedule)

Bloc 2 | M-TRAVF | MA-TRAV

Cours obligatoires

MEMO-D545  Mémoire  25 credits  academic year  French

Cours spécifiques

GEST-D443  Administration et gestion du personnel  Jean VANDEWATTYNE (Coordinator)
5 credits [lecture: 24h]  second term  French

GEST-D541  Séminaire Dispositifs collaboratifs en formation et insertion  Aline BINGEN (Coordinator)
5 credits [tutorial classes: 36h]  first term  French

PSYC-D527  Dimensions psychologiques en formation d'adultes  Michel SYLIN (Coordinator)
5 credits [lecture: 12h]  first term  French

SOCA-D488  E-Learning en formation d'adultes  Michel SYLIN (Coordinator)
5 credits [tutorial classes: 24h]  first term  French

SOCA-D527  Formation et emploi  Aline BINGEN (Coordinator)
5 credits [lecture: 24h]  second term  French

SOCA-D528  Enjeux sociaux et professionnels des politiques d'éducation permanente  Isil ERDINC (Coordinator)
5 credits [lecture: 24h]  first term  French

Cours optionnels

les nombres d'inscriptions au cours SOCA-D497 - Sociologie du genre est limitée à 10.

A total of five credits chosen from the following

- DROI-C5141  Approches juridiques des discriminations  Isabelle RORIVE (Coordinator)
5 credits [lecture: 24h]  first term  French

- GENR-D301  Genre : Histoire, Arts et représentations  Valérie PIETTE (Coordinator)
5 credits [lecture: 24h]  second term  French

- GEST-D540  Recherche et projets en milieux professionnels  Aline BINGEN (Coordinator)
5 credits [tutorial classes: 24h]  first term  French

- INFO-D502  Informatique appliquée aux sciences du travail  Luc BERNARD (Coordinator)
5 credits [lecture: 24h, tutorial classes: 12h]  first term  French

- POLI-S426  Economie politique des revenus et des inégalités en Europe et dans le monde  Jean Luc DE MEULEMEESTER (Coordinator)
5 credits [lecture: 24h]  second term  French

- PSYC-D404  Psychologie interculturelle du travail  Laurent LICATA (Coordinator)
5 credits [lecture: 24h]  first term  French

- PSYC-D407  Psychologie sociale  Sabine POHL (Coordinator)
5 credits [lecture: 12h]  second term  French
<table>
<thead>
<tr>
<th>Code</th>
<th>Course Title</th>
<th>Coordinator</th>
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<tbody>
<tr>
<td>SOCA-D404</td>
<td>Sociologie des migrations</td>
<td>Andrea REA (Coordinator)</td>
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<tr>
<td>SOCA-D406</td>
<td>Sociologie politique du syndicalisme</td>
<td>Isil ERDINC (Coordinator)</td>
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<td>SOCA-D497</td>
<td>Sociologie du genre</td>
<td>David PATERNOTTE (Coordinator)</td>
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<td>SOCA-D4999</td>
<td>Anthropologie du travail</td>
<td>Olivia Ange (Coordinator)</td>
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<td>SOCA-D500</td>
<td>Racismes et antiracismes</td>
<td>Abdellali HAJJAT (Coordinator)</td>
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<tr>
<td>SOCA-D525</td>
<td>Séminaire : enjeux contemporains de la gestion du personnel</td>
<td>Aline BINGEN (Coordinator)</td>
</tr>
</tbody>
</table>
Master in Labour sciences
Focus European

Students in this programme must pick one of the following specialisations:

Specialisations on the Brussels campus:

- **Labour organisation and administration (daytime classes)** – This specialisation is directly linked to labour issues in the fields of law, sociology, psychology, and economics.

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Evenings/weekend classes on the Charleroi campus:

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Bloc 1 | M-TRAVE | MA-TRAV

Cette finalité n’est accessible qu’aux étudiants concernés par les conventions de co-diplomation entre l’ULB et les universités partenaires. Pour les étudiants inscrits auprès d’une université partenaire de ces conventions de co-diplomation : avoir été sélectionnés par le jury conjoint dans l’université d’origine selon les accords précisés dans la convention et remplir les critères d’admission en vigueur à l’ULB au moment de la prise d’inscription. Pour les étudiants dont l’institution d’origine est l’ULB : accès aux étudiants ayant déjà réalisé au moins 60 crédits au sein d’un Master en Sciences du Travail et à qui il reste encore exactement 60 crédits pour valider ce même cycle, et après sélection sur dossier par un jury composé en fonction des accords précisés dans la convention avec l’université partenaire.
Master in Labour sciences
Focus European

Bloc 2 | M-TRAVE | MA-TRAV

Cours obligatoires
Le programme de la seconde année du MA en sciences du travail, finalité européenne est structuré conjointement par le Jury du département des sciences sociales et des sciences du travail de l'ULB et par la Facultad de Ciencias del Trabajo de l'Universidad de Sevilla, signataire de la convention de coopération définissant les modalités de coopération pour l'organisation de ce Master.

MÉMO-D515  Mémoire
☐ 25 credits ☐ academic year ☐ French

Cours optionnels

An alternative chosen from the two following

Cours (Programme OUT)
Cours à choisir parmi les cours du programme de Master en Ciencias del Trabajo de l'Universidad de Sevilla pour atteindre au moins 35 crédits ECTS au total
HULB-0000  Cours externe à l'Université
☐ 35 credits ☐ academic year

or

Cours (Programme IN)
Cours à choisir parmi les cours de Master en sciences du travail (M-TRAVO) pour atteindre au moins 35 crédits ECTS au total
TEMP-0000  Cours extérieurs au programme
☐ 35 credits ☐ academic year ☐ French
Students in this programme must pick one of the following specialisations:

**Specialisations on the Brussels campus:**

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- **Managing training and work-to-school transitions (evening/weekend classes)**  
  This specialisation targets unemployment and greater labour mobility, where activities in the field of employability have greatly developed. The specific features of the skills involved in project design and management are a major subject in the programme. Company modernisation, in particular from an organisational perspective, has placed the focus on the need to provide training on strategies for managing companies.

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**Bloc 1 | M-TRAV | MA-TRAV**

### Cours obligatoires

<table>
<thead>
<tr>
<th>Code</th>
<th>Course Title</th>
<th>Coordinator(s)</th>
<th>Credits</th>
<th>Lecture</th>
<th>Term</th>
<th>Language</th>
</tr>
</thead>
<tbody>
<tr>
<td>DROI-D406</td>
<td>Droit du travail</td>
<td>Elise DERLINE (Coordinator)</td>
<td>5</td>
<td>24h</td>
<td>1st</td>
<td>French</td>
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<tr>
<td>ECON-D439</td>
<td>Economie du travail</td>
<td>François RYCX (Coordinator)</td>
<td>5</td>
<td>24h</td>
<td>2nd</td>
<td>French</td>
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<tr>
<td>PSYC-D406</td>
<td>Psychologie du travail</td>
<td>Catherine HELLEMANS (Coordinator)</td>
<td>5</td>
<td>24h</td>
<td>2nd</td>
<td>French</td>
</tr>
<tr>
<td>SOCA-D446</td>
<td>Histoire du travail</td>
<td>Nicolas VERSCHUEREN (Coordinator)</td>
<td>5</td>
<td>24h</td>
<td>1st</td>
<td>French</td>
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<tr>
<td>SOCA-D448</td>
<td>Sociologie du travail</td>
<td>Aline BINGEN (Coordinator)</td>
<td>5</td>
<td>24h</td>
<td>1st</td>
<td>French</td>
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<tr>
<td>SOCA-D4700</td>
<td>Méthodologie de l'entretien</td>
<td>Abdellali HAJJAT (Coordinator)</td>
<td>5</td>
<td>24h</td>
<td>1st</td>
<td>French</td>
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<tr>
<td>SOCA-D4701</td>
<td>Méthodes de recherche en sciences humaines</td>
<td>Aline BINGEN (Coordinator) and Abdellali HAJJAT</td>
<td>5</td>
<td>12h, practical work: 12h</td>
<td>1st and 2nd</td>
<td>French</td>
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### Cours spécifiques

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<thead>
<tr>
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<tbody>
<tr>
<td>GEST-D464</td>
<td>Séminaire : Questions d’actualité en gestion du secteur non marchand</td>
<td>Aline BINGEN (Coordinator)</td>
<td>5</td>
<td>24h</td>
<td>2nd</td>
<td>French</td>
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</tbody>
</table>
SOCA-D472  
**Travail et santé dans le non marchand** | Laetitia Mélon (Coordinator)  
5 credits [lecture: 24h]  
second term  
French

SOCA-D495  
**Théorie du travail social** | Pierre Brasseur (Coordinator)  
5 credits [lecture: 24h]  
second term  
French

SOCA-D541  
**Fondements et enjeux socio-économiques dans le non marchand** | Gungor KARAKAYA (Coordinator)  
5 credits [lecture: 24h]  
second term  
French

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One course chosen from the following

SOCA-D543  
**Gestion des personnels dans les organismes non lucratifs** | Pierre ARTOIS (Coordinator)  
5 credits [lecture: 24h]  
first term  
French

SOCA-D544  
**Relations professionnelles et gestion paritaire dans le non marchand** | Maxime Fontaine (Coordinator)  
5 credits [lecture: 24h]  
first term  
French
Cours obligatoires

**MEMO-D545** | Mémoire
- 25 credits
- academic year
- French

Cours spécifiques

**DROI-D404** | Droit social | Sophie REMOUCHAMPS (Coordinator)
- 5 credits [lecture: 12h]
- first term
- French

**GEST-D539** | Séminaire : Dimension européenne de la politique de l'emploi dans le tiers secteur | Sile Padraigin O'Dorchai (Coordinator)
- 5 credits [tutorial classes: 24h]
- first term
- French

**SOCA-D542** | Inégalités de genre dans le secteur non marchand | Sile Padraigin O'Dorchai (Coordinator)
- 5 credits [lecture: 24h]
- second term
- French

**SOCA-D546** | Séminaire : Recherche et projets en milieux professionnels | Aline BINGEN (Coordinator)
- 5 credits [tutorial classes: 24h]
- first term
- French

**SOCA-D554** | Mobilisations, genre et identités professionnelles | Pierre Brasseur (Coordinator)
- 5 credits [lecture: 24h]
- first term
- French

**SOCA-D556** | Sociologie de l'emploi et de l'insertion professionnelle | Aline BINGEN (Coordinator)
- 5 credits [lecture: 24h, cours global: 24h]
- second term
- French

Cours optionnels

**A total of five credits chosen from the following**

**ECON-D453** | Economie sociale et solidaire | Gungor KARAKAYA (Coordinator)
- 5 credits [lecture: 24h]
- first term
- French

**SOCA-D545** | Séminaire : Dispositifs collaboratifs dans le non marchand
- 5 credits [tutorial classes: 24h]
- second term
- French
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**Bloc 1 | M-TRAVR | MA-TRAV**

### Cours obligatoires

- **DROI-D407**  
  **Droit du travail**  
  Vanessa DE GREEF (Coordinator)  
  5 credits [lecture: 24h, practical work: 12h]  
  first term  
  French

- **PSYC-D402**  
  **Psychologie du travail et des entreprises**  
  Michel SYLIN (Coordinator)  
  5 credits [lecture: 24h]  
  second term  
  French

- **SOCA-D313**  
  **Sociologie du travail et Chaire FGTB**  
  Meike Brodersen (Coordinator)  
  5 credits [lecture: 36h]  
  first and second terms  
  French

- **SOCA-D446**  
  **Histoire du travail**  
  Nicolas VERSCHUEREN (Coordinator)  
  5 credits [lecture: 24h]  
  first term  
  French

- **SOCA-D475**  
  **Méthodes de recherches en sciences humaines**  
  Isil ERDINC (Coordinator) and Aline BINGEN  
  10 credits [lecture: 24h, practical work: 12h]  
  first and second terms  
  French

### Cours spécifiques

- **ECON-D437**  
  **Analyse économique du marché du travail**  
  Ilan TOJEROW (Coordinator)  
  5 credits [lecture: 24h]  
  second term  
  French

- **POLI-D420**  
  **Emploi, inégalités et protection sociale**  
  Isil ERDINC (Coordinator)  
  5 credits [lecture: 24h]  
  second term  
  French

- **SOCA-D406**  
  **Sociologie politique du syndicalisme**  
  Isil ERDINC (Coordinator)  
  5 credits [lecture: 24h]  
  first term  
  French
**Cours optionnels**

*A total of ten credits chosen from the following*

- **DROI-C5141** *(optional)*
  Approches juridiques des discriminations | Isabelle RORIVE (Coordinator)
  - 5 credits [lecture: 24h]
  - first term
  - French

- **INFO-D502** *(optional)*
  Informatique appliquée aux sciences du travail | Luc BERNARD (Coordinator)
  - 5 credits [lecture: 24h, tutorial classes: 12h]
  - first term
  - French

- **POLI-S426** *(optional)*
  Economie politique des revenus et des inégalités en Europe et dans le monde | Jean Luc DE MEULEMEESTER (Coordinator)
  - 5 credits [lecture: 24h]
  - second term
  - French

- **PSYC-D404** *(optional)*
  Psychologie interculturelle du travail | Laurent LICATA (Coordinator)
  - 5 credits [lecture: 24h]
  - second term
  - French

- **PSYC-D407** *(optional)*
  Psychologie sociale | Sabine POHL (Coordinator)
  - 5 credits [lecture: 24h]
  - first term
  - French

- **SOCA-D402** *(optional)*
  Méthodologie des comparaisons internationales | Pierre DESMAREZ (Coordinator) and Wels Jacques
  - 5 credits [lecture: 24h]
  - second term
  - French

- **SOCA-D404** *(optional)*
  Sociologie des migrations | Andrea REA (Coordinator)
  - 5 credits [lecture: 24h]
  - first term
  - French

- **SOCA-D493** *(optional)*
  Sociologie des organisations et de la gestion : aspects pratiques | Marie GORANSSON (Coordinator)
  - 5 credits [lecture: 24h]
  - second term
  - French

- **SOCA-D497** *(optional)*
  Sociologie du genre | David PATERNOTTE (Coordinator)
  - 5 credits [lecture: 24h]
  - second term
  - French

- **SOCA-D525** *(optional)*
  Séminaire : enjeux contemporains de la gestion du personnel | Aline BINGEN (Coordinator)
  - 5 credits [tutorial classes: 24h]
  - first term
  - French
Cours obligatoires

**ECON-D405**  
Structure de l’entreprise, relations du travail et théorie de la négociation  |  Aline BINGEN (Coordinator) and Isil ERDINC  
5 credits [lecture: 24h]  
second term  
French

**ECON-S2002**  
Économie du travail et éthique économique  |  François RYCX (Coordinator)  
5 credits [lecture: 24h]  
first term  
French

**GEST-D543**  
Histoire sociale, mémoire ouvrière et genre  |  Francine Bolle (Coordinator)  
5 credits [lecture: 24h]  
second term  
French

**GEST-S429**  
Relations collectives du travail  |  Ilan TOJEROW (Coordinator)  
5 credits [lecture: 24h]  
second term  
French

**MEMO-D545**  
Mémoire  
25 credits  
academic year  
French

**SOCA-D411**  
Introduction à la gestion des ressources humaines  |  Marie GORANSSON (Coordinator)  
5 credits [lecture: 24h]  
first term  
French

One course chosen from the following

**DROI-C4027** (optional)  
Droit de la sécurité sociale  |  Daniel DUMONT (Coordinator)  
5 credits [lecture: 24h]  
first term  
French

**DROI-C5006** (optional)  
Droit approfondi des relations collectives de travail  |  JEAN-FRANCOIS NEVEN (Coordinator)  
5 credits [lecture: 24h]  
second term  
French

**DROI-C5120** (optional)  
Droit approfondi des relations individuelles de travail  |  Elise DERMINE (Coordinator)  
5 credits [lecture: 24h]  
first term  
French

**DROI-C681** (optional)  
Droit du bien-être au travail  |  Vanessa DE GREEF (Coordinator)  
5 credits [lecture: 24h]  
first term  
French

Cours optionnels

A total of five credits chosen from the following

**DROI-C5141** (optional)  
Approches juridiques des discriminations  |  Isabelle RORIVE (Coordinator)  
5 credits [lecture: 24h]  
first term  
French

**GENR-D301** (optional)  
Genre : Histoire, Arts et représentations  |  Valérie PIETTE (Coordinator)  
5 credits [lecture: 24h]  
second term  
French

**GEST-D540** (optional)  
Recherche et projets en milieux professionnels  |  Aline BINGEN (Coordinator)  
5 credits [tutorial classes: 24h]  
first term  
French

**INFO-D502** (optional)  
Informatique appliquée aux sciences du travail  |  Luc BERNARD (Coordinator)  
5 credits [lecture: 24h, tutorial classes: 12h]  
first term  
French
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