

# Postgraduate Certificate

## Freedom of Association and Company Representation Models





## Postgraduate Certificate Freedom of Association and Company Representation Models

- » Modality: online
- » Duration: 6 weeks
- » Certificate: TECH Global University
- » Credits: 6 ECTS
- » Schedule: at your own pace
- » Exams: online
- » Target Group: Professionals who would like to specialize in the field of Labor Law

Website: [www.techtute.com/us/school-of-business/postgraduate-certificate/freedom-association-company-representation-models](http://www.techtute.com/us/school-of-business/postgraduate-certificate/freedom-association-company-representation-models)

# Index

01

Welcome

---

*p. 4*

02

Why Study at TECH?

---

*p. 6*

03

Why Our Program?

---

*p. 10*

04

Objectives

---

*p. 14*

05

Structure and Content

---

*p. 18*

06

Methodology

---

*p. 24*

07

Our Students' Profiles

---

*p. 32*

08

Course Management

---

*p. 36*

09

Impact on Your Career

---

*p. 40*

10

Benefits for Your Company

---

*p. 44*

11

Certificate

---

*p. 48*

# 01

# Welcome

This intensive program contains the regulation and statute of the legal representatives of workers, from their election to the vicissitudes of their mandate. The students will delve into the fundamental right to Freedom of Association from its constitutional mandate to the different aspects contained in its regulatory Organic Law. The teaching staff is made up of specialized teachers, so the quality development of the program is achieved through a teaching staff made up of academics and professionals of prestige in the legal-labor field.



Postgraduate Certificate in Freedom of Association and Company Representation Models.  
TECH Global University



“

*The figure of the upright, inflexible and authoritarian manager has become obsolete. A new profile has emerged, one that is much more in line with new trends and stands out for being technologically savvy, practicing active listening and being self-critical of their work”*

02

# Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class centre for intensive managerial skills training.



“

*TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"*

## At TECH Global University



### Innovation

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.



### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

**95%** | of TECH students successfully complete their studies



### Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

**100,000+**  
executives trained each year

**200+**  
different nationalities



### Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

**500+** | collaborative agreements with leading companies



### Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



### Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.



TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:



### Analysis

---

TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.



### Academic Excellence

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TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.



### Economy of Scale

---

TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a groundbreaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.



### Learn with the best

---

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



*At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"*

03

# Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.



“

*We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you training of the highest academic level"*

This program will provide students with a multitude of professional and personal advantages, particularly the following:

**01**

### A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

*70% of participants achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

*Our global vision of companies will improve your strategic vision.*

**03**

### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

*You will work on more than 100 real senior management cases.*

**04**

### Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

*You will find a network of contacts that will be instrumental for professional development.*

06

### Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

*20% of our students develop their own business idea.*

07

### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

*Improve your communication and leadership skills and enhance your career.*

08

### Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Global University community.

*We give you the opportunity to train with a team of world renowned teachers.*

# 04 Objectives

This program is designed to strengthen skills in Freedom of Association and Company Representation Models, in addition to developing new competencies and skills that will be essential in their professional development. Upon completing the program, the graduates will be able to make global decisions with an innovative perspective and an international vision.



“

*One of our fundamental objectives is to help you develop the essential skills to strategically manage a business”*

TECH makes the goals of their students their own goals too.  
Working together to achieve them.

The Postgraduate Certificate in Freedom of Association and Company Representation Models enables students to:

01

Acquire the skills to be able to advise on freedom of association, knowing all the conflicting issues in relation to this fundamental right and the Organic Law that develops it

02

Acquire competencies in the area of elections to legal representation of workers, rights, guarantees and other prerogatives related to the representative mandate







03

Identify the main reasons for the emergence of trade union groups within a company

04

Recognize all the legal processes that must be taken into account for the creation of a union group

05

# Structure and Content

The Postgraduate Certificate in Freedom of Association and Company Representation Models is a tailor-made, 100% online program, so that students can choose the time and place that best suits their availability, schedules and interests.

A program that takes place over 6 weeks and is intended to be a unique and stimulating experience that lays the foundation for your professional success.



“

*What you study is very important.  
The abilities and skills you acquire  
are fundamental. You 'on't find a more  
complete syllabus than this one, believe us”*

## Syllabus

The Postgraduate Certificate in Freedom of Association and Company Representation Models, of TECH Global University, is an intensive program that prepares students to face challenges and business decisions in the field of Labor Advisory.

The content of the Postgraduate Certificate in Freedom of Association and Company Representation Models is designed to promote the development of managerial skills that allow for more rigorous decision-making in uncertain environments.

Throughout the 180-hour program, the students will analyze a multitude of practical cases through individual practice and teamwork. It is, therefore, an authentic immersion in real business situations.

This Postgraduate Certificate delves into the Freedom of Association and Company Representation Models from a strategic, international and innovative perspective.

A plan designed for students, focused on their professional improvement and preparing them to achieve excellence in the field of Labor Law. A program that understands your needs and those of your company through innovative content based on the latest trends, and supported by the best educational methodology and an exceptional faculty, which will provide you with the skills to solve critical situations in a creative and efficient way.

This program takes place over 6 weeks and is divided into one module.

### Module 1.

### Freedom of Association and Company Representation Models



### Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Certificate in Freedom of Association and Company Representation Models. completely online. Throughout the 6 weeks of the program, the students will be able to access all the contents of this program at any time, which will allow the students to distribute their study time.

*A unique educational experience, key and decisive to boost your professional development and make the definitive leap.*

**Module 1. Freedom of Association and Company Representation Models**

**1.1. Trade Union Rights and their Constitutional Recognition**

- 1.1.1. The International Model: the ILO Doctrine as a World Standard for the Legal Regulation of the Trade Union phenomenon

1.1.2. The Legal Recognition of Trade Unions in the Spanish Legal System

- 1.1.2.1. Background: Origins and Consolidation of Workers' Associations in Spain
- 1.1.2.2. Constitutional Recognition of Freedom of Association
- 1.1.2.3. Essential Content
- 1.1.2.4. Additional Content

**1.2. Greater Union Representativeness**

- 1.2.1. Electoral Hearing
- 1.2.2. Irradiation

**1.3. Protection of Freedom of Association**

- 1.3.1. Challenges to Union Bylaws
- 1.3.2. The Special Process for the Protection of Trade Union Rights
- 1.3.3. Constitutional Judicial Protection
- 1.3.4. Administrative Protection of Freedom of Association
- 1.3.5. International Protection of Freedom of Association

**1.4. Representation of Collective Interests and Social Concertation**

- 1.4.1. Legitimized Parties
- 1.4.2. Functions of Institutional Participation
- 1.4.3. Social Dialogue
- 1.4.4. Participation in Tripartite Bodies

**1.5. Freedom of Association and Collective Bargaining**

- 1.5.1. Structure of Collective Negotiation
- 1.5.2. Statutory Collective Negotiation
- 1.5.3. Extra-Statutory Collective Bargaining and Other Types of Negotiation
- 1.5.4. Framework Agreements
- 1.5.5. Negotiated Internal Flexibility Mechanisms and Company Collective Bargaining Agreements

**1.6. Union Organization and Action in the Company and in the Public Administrations**

- 1.6.1. Company Union Sections and Union Delegates
- 1.6.2. Legal Regime: Scope and Legal Types
- 1.6.3. Functions and Competencies
- 1.6.4. Guarantees for Union Representatives in the Company
- 1.6.5. Union Representation in the Civil Service

**1.7. Elective Representation of Workers in the Company**

- 1.7.1. Unitary Representation
- 1.7.2. Company Committee
- 1.7.3. Personnel Delegates
- 1.7.4. Intercenter Committee
- 1.7.5. Procedure for the Election of Workers' Representatives

**1.8. Attributions and Competencies of Institutionalized Representation**

- 1.8.1. Guarantees of Workers' Representatives
- 1.8.2. Liability of Workers' Representatives: The Duty of Confidentiality

**1.9. Other Legal Representations**

- 1.9.1. Ad Hoc Committees
- 1.9.2. Prevention Delegates and Health and Safety Committee
- 1.9.3. Representations on European Works Councils



“

*A unique, key, and decisive educational experience to boost your professional development and make the definitive leap”*

# 06

# Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.







“

*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*



## TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

“

*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world”*



*This program prepares you to face business challenges in uncertain environments and achieve business success.*



*Our program prepares you to face new challenges in uncertain environments and achieve success in your career.*

### A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

“

*You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments”*

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

*Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.



### Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





### Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.



### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



07

# Our Students' Profiles

The Postgraduate Certificate is aimed at university graduates who have previously completed a degree in the field of labor law.

Students with these qualifications must have a sufficient knowledge base to complete the modules of the syllabus of this Postgraduate Certificate.

The Postgraduate Certificate may also be taken by professionals who, being university graduates in any area, have two years of work experience in the field of Labor Advisory.







“

*If you have experience in Labor Law, and are looking for an interesting career boost while continuing to work, then this is the program for you”*

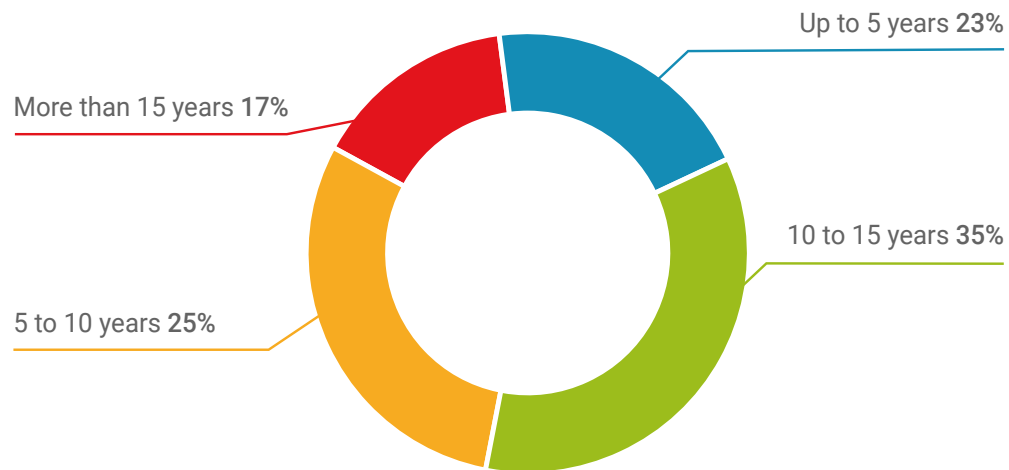
### Average Age

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Between **35** and **45** years old

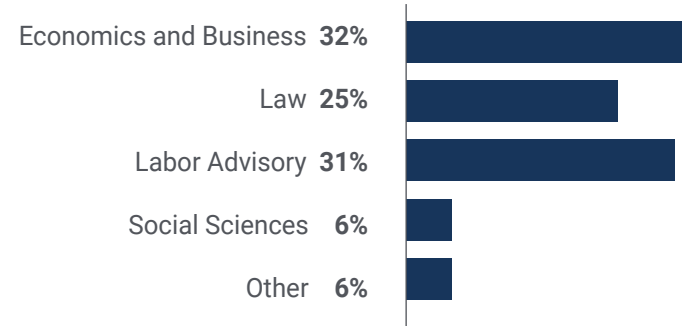
### Years of Experience

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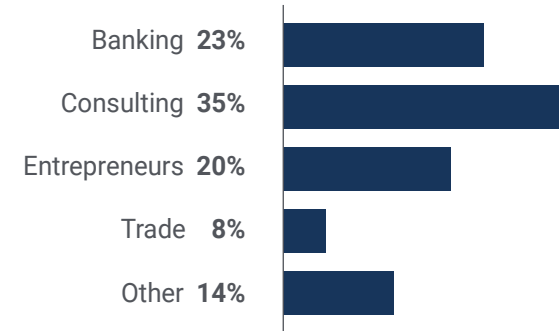
### Training

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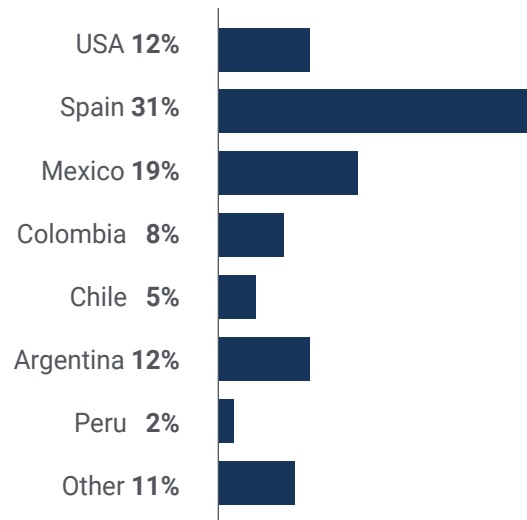
### Educational Profile

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## Geographical Distribution

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## Sara María Urquiza

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Lawyer

*"From this program, I highlight the ability of the teachers to transmit and share knowledge in a simple, precise and orderly manner. With the balance achieved between theory and practice, the student ends up acquiring the key tools work. It's definitely an investment with great short-term returns"*

08

# Course Management

The program's faculty includes leading experts in Freedom of Association and Company Representation Models, who bring their extensive experience to this program. Furthermore, other renowned specialists in related disciplines participate in designing and preparing the course, making it a unique and highly nourishing academic experience for students.



“

*Our teaching team will help you consolidate your knowledge so that you can apply it with confidence in your daily practice”*

## Management



### Mr. Taléns Visconti, Eduardo Enrique

- ◆ Degree in Law from the University of Valencia
- ◆ Official Master Degree in Law, Company and Justice University of Valencia
- ◆ PhD in Law, Company and Justice University of Valencia
- ◆ Specialization Diploma in Labor Mediation University of Valencia

## Professors

### Dr. Nieto Rojas, Patricia

- ◆ Doctor in Law. UC3M
- ◆ Bachelor's Degree in Labor Sciences Carlos III University of Madrid
- ◆ Postgraduate Diploma in Employment Relationships Carlos III University of Madrid
- ◆ Master's Degree in Private Law
- ◆ Advanced level course: "Design and implementation of equality plans and measures. Advanced Level II" Women's Institute, European Social Fund
- ◆ Advanced Industrial Relations and Human Resources Program. Carlos III University of Madrid/ Baker & Mackenzie

### Mr. Gimeno Díaz de Atauri, Pablo

- ◆ Doctor in Law from the Carlos III University of Madrid with the qualification of Outstanding Cum Laude. Outstanding Award in his PhD
- ◆ Master's Degree in Private Law from the Carlos III University, Madrid
- ◆ Bachelor's Degree in Law from Carlos III University of Madrid
- ◆ Bachelor's Degree in Economics from Carlos III University of Madrid



09

# Impact on Your Career

TECH is aware that studying a program like this entails great economic, professional and, of course, personal investment.

The ultimate goal of this great effort should be to achieve professional growth.





“

*Our challenge is to generate a positive change in your professional career. We are fully committed to helping you achieve it"*

*If you wish to make a positive change in your profession, the Postgraduate Certificate in Freedom of Association and Company Representation Models will help you achieve it.*

### Are you ready to take the leap? An excellent professional improvement awaits you

TECH's Postgraduate Certificate in Freedom of Association and Company Representation Models is an intensive program that prepares them you to face business challenges and decisions in the field of Freedom of Association and Company Representation Models. The main objective is to promote personal and professional growth. Helping students achieve success.

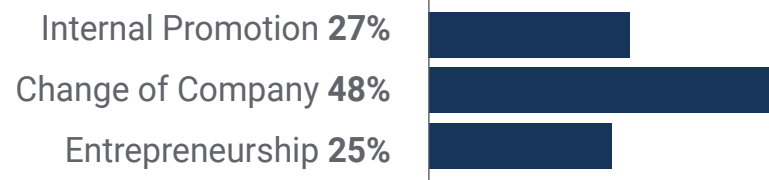
If you want to improve yourself, make a positive change professionally and network with the best, this is the place for you.

*Don't miss the opportunity to study with us and you will find the career boost you were looking for.*

#### Time of Change



#### Type of Change



### Salary Increase

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This program represents a salary increase of more than **25.22%** for our students.



10

# Benefits for Your Company

The Postgraduate Certificate in Freedom of Association and Company Representation Models in the Company contributes to elevating the organization's talent to its maximum potential through the specialization of high-level leaders.

Participating in this program is a unique opportunity to access a powerful network of contacts in which to find future professional partners, customers or suppliers.



“

*After studying with us you will be able to bring new approaches and strategies to your company that will be a bonus for its development”*

Developing and retaining talent in companies is the best long-term investment.

01

### Intellectual Capital and Talent Growth

Professionals will bring to their companies new concepts, strategies and perspectives that can bring about relevant changes in the organization.

---

02

### Retaining high-potential executives to avoid talent drain

This program strengthens the link between the company its employees and opens up new avenues for professional growth within the company.

03

### Building agents of change

Graduates will be able to make decisions in times of uncertainty and crisis, helping the organization to overcome obstacles.

---

04

### Increased international expansion possibilities

Thanks to this program, the company will come into contact with the main markets in the world economy.



05

### **Project Development**

You will be able to work on a real project or develop new projects in the R&D or Business Development of your company.

---

06

### **Increased competitiveness**

This program provides students with the skills to take on new challenges and drive the organization forward.

# 11

# Certificate

The Postgraduate Certificate in Freedom of Association and Company Representation Models guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Global University.







“

*Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork”*

This program will allow you to obtain your **Postgraduate Certificate in Freedom of Association and Company Representation Models** endorsed by **TECH Global University**, the world's largest online university.

**TECH Global University** is an official European University publicly recognized by the Government of Andorra ([official bulletin](#)). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

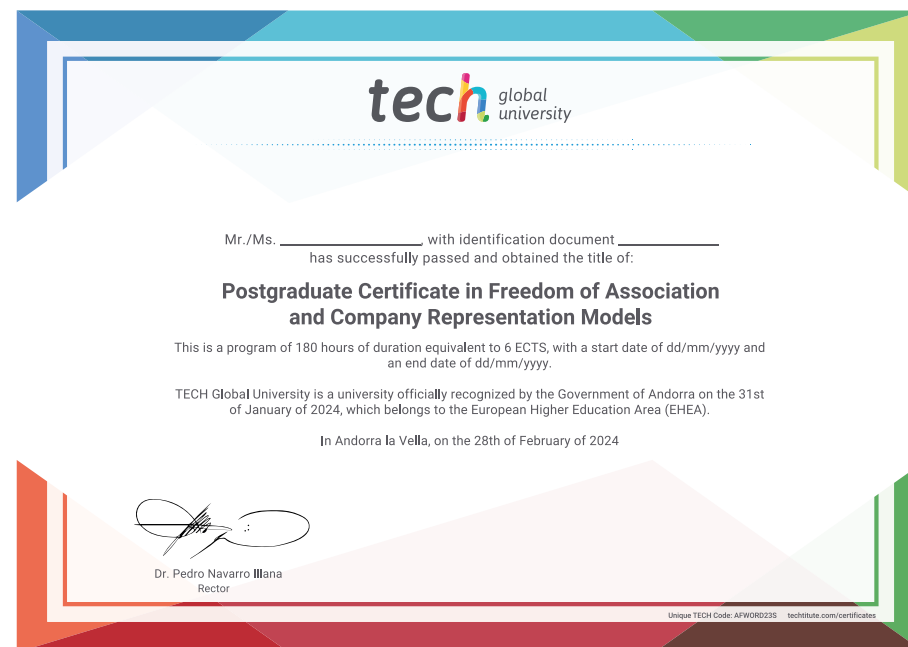
This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Certificate in Freedom of Association and Company Representation Models**

Modality: **online**

Duration: **6 weeks**

Accreditation: **6 ECTS**



\*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.



## Postgraduate Certificate Freedom of Association and Company Representation Models

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