

# Postgraduate Diploma

Collective Bargaining, Social Security  
and Occupational Risk Prevention





## Postgraduate Diploma Collective Bargaining, Social Security and Occupational Risk Prevention

- » Modality: online
- » Duration: 6 months
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtute.com/in/school-of-business/postgraduate-diploma/postgraduate-diploma-collective-bargaining-social-security-occupational-risk-prevention](http://www.techtute.com/in/school-of-business/postgraduate-diploma/postgraduate-diploma-collective-bargaining-social-security-occupational-risk-prevention)

# 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. 26*

07

Our Students' Profiles

---

*p. 34*

08

Course Management

---

*p. 38*

09

Impact on Your Career

---

*p. 42*

10

Benefits for Your Company

---

*p. 46*

11

Certificate

---

*p. 50*

# 01 Welcome

The profile of the labor consultant is increasingly in demand in the labor market. Companies need a professional who can respond to changing labor relations, so specialization in Collective Bargaining, Social Security and Occupational Risk Prevention is an added value on a professional's resume. Through this program, students will acquire all that specialized knowledge that will allow them to access the main consulting firms in the country, or to start their own businesses with the security of having the necessary preparation to create a wide network of clients to whom they can advise on labor matters.



Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention.  
TECH Technological 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 Technological 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

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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 methodology (the most internationally recognized postgraduate learning methodology) with Harvard Business School case studies. A complex balance of traditional and state-of-the-art methods, within the most demanding academic framework.



### Economy of Scale

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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

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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 Harvard Business School case studies"*

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 Technological University community.

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

# 04 Objectives

This program is designed to strengthen the skills and abilities of labor advisors in issues such as Collective Bargaining, Social Security and Occupational Risk Prevention. In this way, they will be able to deal with their clients' doubts on these matters in a more effective way. Thus, upon completion of the program, students will be able to make global decisions with an innovative perspective and an international vision.



“

*Acquire superior knowledge in occupational risk prevention and advise your companies to implement the new requirements in occupational safety”*

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

The **Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention** enables the student to:

01

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

02

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

03

Have a command of the collective bargaining agreement as a tool for setting working conditions and a series of other issues aimed at organizing labor relations





04

Acquire basic knowledge regarding the fundamental right to strike, its procedure and limits

07

Acquire the skills to deal with the Social Security benefits that affect the employment contract: birth, causal event, duration, amount, suspension and/or termination

05

Learn how to register workers, how to register them and how much to pay for them

08

Know the obligations and responsibilities incumbent on companies and where workers can attack when these health and safety measures have not been complied with

06

Be aware of the consequences to which they are subject in case of not complying with Social Security requirements and obligations

09

Acquire a command of the different sources from which the company may be sanctioned for non-compliance with the aforementioned measures

05

# Structure and Content

The Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention has been designed to offer students the most complete information on this subject, so that they are able to improve their skills and develop successfully in the labor market. To this end, they are offered a completely new syllabus, divided into 4 modules, through which they will be able to understand all the aspects that companies must face related to these matters.



“

*Your labor advisory will be essential to achieve agreements that favor owners and employees”*

## Syllabus

The Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention of TECH Technological University has been designed for advisors to update their knowledge in these fields, achieving a higher level of competence that will allow them to guide their clients in making decisions related to their employees.

To this end, throughout 600 hours of study, students are offered a very complete syllabus that covers everything from freedom of association to collective bargaining agreements, social security law and risk prevention actions. A content that, although it has a strong theoretical component, focuses on practice, offering students the possibility of carrying out multiple practical exercises that will be fundamental for their professional growth.

A program that has been developed with the needs of today's students in mind, and which, therefore, avoids the need to attend in-person classes thanks to its 100% online format. In this way, students have greater freedom when organizing their studies, being able to choose their schedule and the place from which to access the contents. This allows students to continue updating their knowledge while continuing with their work.

This program takes place over 6 months and is divided into 4 large modules:

- Module 1.** Freedom of Association and Company Representation Model
- Module 2.** Company Agreements and Conflict Resolution Measures
- Module 3.** Social Security Law
- Module 4.** Occupational Risk Prevention: Obligations and Responsibilities



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

TECH offers the possibility of developing this Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention completely online. Over the course of 6 months, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

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

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

**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. The Legal Regulation: The Organic Law on Trade Union Freedom (LOLS)**

- 1.2.1. The Right to Establish or Create Trade Unions
- 1.2.2. Ownership of the Right: Inclusion, Exclusion and Limitation Criteria
- 1.2.3. The Founding Procedure of Trade Unions: Bylaws, Public Records

- 1.2.4. The Individual Right of Affiliation (Subjective Freedom of Association)
- 1.2.5. Positive and Negative Freedom
- 1.2.6. Safety Clauses or Union "Pressure" Clauses
- 1.2.7. Company Deduction of Union dues from Payroll. Company's Share of Agreement Expenses
- 1.2.8. Collective Bargaining Fee

**1.3. Greater Union Representativeness**

- 1.3.1. Electoral Hearing
- 1.3.2. Irradiation

**1.4. Protection of Freedom of Association**

- 1.4.1. Challenges to Union Bylaws
- 1.4.2. The Special Process for the Protection of Trade Union Rights
- 1.4.3. Constitutional Judicial Protection
- 1.4.4. Administrative Protection of Freedom of Association
- 1.4.5. International Protection of Freedom of Association

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

- 1.5.1. Legitimized Parties
- 1.5.2. Functions of Institutional Participation
- 1.5.3. Social Dialog
- 1.5.4. Participation in Tripartite Bodies

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

- 1.6.1. Structure of Collective Negotiation
- 1.6.2. Statutory Collective Negotiation
- 1.6.3. Extra-Statutory Collective Bargaining and Other Types of Negotiation
- 1.6.4. Framework Agreements
- 1.6.5. Negotiated Internal Flexibility Mechanisms and Company Collective Bargaining Agreements

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

- 1.7.1. Company Union Sections and Union Delegates
- 1.7.2. Legal Regime: Scope and Legal Types
- 1.7.3. Functions and Competencies
- 1.7.4. Guarantees for Union Representatives in the Company
- 1.7.5. Union Representation in the Civil Service

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

- 1.8.1. Unitary Representation
- 1.8.2. Company Committee
- 1.8.3. Personnel Delegates
- 1.8.4. Intercenter Committee
- 1.8.5. Procedure for the Election of Workers' Representatives

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

- 1.9.1. Guarantees of Workers' Representatives
- 1.9.2. Liability of Workers' Representatives: The Duty of Confidentiality

**1.10. Other Legal Representations**

- 1.10.1. Ad Hoc Committees
- 1.10.2. Prevention Delegates and Health and Safety Committee
- 1.10.3. Representations on European Works Councils

**Module 2. Company Agreements and Conflict Resolution Measures**
**2.1. The Statutory Collective Agreement**

- 2.1.1. Concept and Nature of the Collective Agreement
- 2.1.2. Types of Collective Agreements
- 2.1.3. Scope of Application of Collective Agreements

**2.2. The Statutory Collective Agreement and the Negotiation Process**

- 2.2.1. Parties to the Collective Agreement, Authority and Parties Bound by the Agreement
- 2.2.2. Procedure for Drawing Up the Collective Agreement
- 2.2.3. Content and Limits of the Collective Agreement

**2.3. The Statutory Collective Agreement and its Temporary Application**

- 2.3.1. Duration of the Collective Agreement
- 2.3.2. Ultraactivity
- 2.3.3. Non-application of Collective Agreements

**2.4. Relationships between Agreements**

- 2.4.1. The Concurrence of Collective Agreements
- 2.4.2. Adherence to and Extension of Collective Agreements

**2.5. Company Agreements**

- 2.5.1. Types of Corporate Agreements
- 2.5.2. Subsidiary Corporate Agreements
- 2.5.3. Modifying Corporate Agreements
- 2.5.4. Production Reorganization Corporate Agreements
- 2.5.5. Informal Corporate Agreements or Covenants
- 2.5.6. Corporate Agreements Procedure

**2.6. Autonomous Dispute Resolution Procedures**

- 2.6.1. Mediation
- 2.6.2. Reconciliation
- 2.6.3. Arbitration

**2.7. The Procedural Modality of Collective Disputes or Global Framework Agreements and Collective Community Negotiation**

- 2.7.1. Parties Entitled to Bring the Action
- 2.7.2. Vicissitudes of this Special Modality
- 2.7.3. Effects of the Judgment

**2.8. The Right to Strike: Ownership and Typology**

- 2.8.1. Ownership of the Right to Strike
- 2.8.2. The Civil Servants' Strike
- 2.8.3. Strike Modalities

**2.9. The Procedure to Carry Out the Strike**

- 2.9.1. Call for Strike
- 2.9.2. Administration of the Strike: Strike Committee
- 2.9.3. Termination of the Strike

**2.10. Effects of the Strike and Limits to its Exercise**

- 2.10.1. Effects of the Strike
- 2.10.2. Security and Maintenance Services
- 2.10.3. Minimum Services

**Module 3. Social Security Law**

**3.1. Risk Protection**

- 3.1.1. Social Risks
- 3.1.2. Risk Protection Techniques and their Evolution
- 3.1.3. Social Security as a Paradigmatic Example of the Welfare State's Welfare Benefit Activity
- 3.1.4. The Constitutional Configuration of the Social Security System

**3.2. System Structure and Composition**

- 3.2.1. The Two Levels of Protection
- 3.2.2. The Division by Regimes
- 3.2.3. The Scope of Application of the General Regime
- 3.2.4. The Scope of Application of the RETA
- 3.2.5. The Consequences of an Incorrect Framing of the Market
- 3.2.6. The Effects of Double Framing

**3.3. The Legal Relationship with Social Security**

- 3.3.1. Employer Registration
- 3.3.2. Affiliation
- 3.3.3. Discharge
- 3.3.4. The Low
- 3.3.5. The Administrative and Criminal Consequences of Late Discharge or Lack of Discharge
- 3.3.6. The Special Agreement with Social Security

**3.4. The Financing of the Social Security System**

- 3.4.1. The Different Financing Systems
- 3.4.2. The Spanish System's Sources of Financing
- 3.4.3. The Obligation to Contribute
- 3.4.4. The Administrative and Criminal Consequences of Non-compliance with the Obligation to Contribute
- 3.4.5. Settlement of Quotas
- 3.4.6. Social Security Collection

**3.5. The General Rules of Protective Action**

- 3.5.1. The Causal Risks (Occupational Accidents and Occupational Diseases)
- 3.5.2. The Privileged Treatment of Occupational Risks
- 3.5.3. Types of Social Security Benefits
- 3.5.4. General Requirements for Access to the Protective Action (the Requirement of Registration and the Requirement of Deficiency).

**3.6. The Amount of Benefits**

- 3.6.1. The Dynamics of Benefits (Recognition, Payment and Termination)
- 3.6.2. Liability for Benefits
- 3.6.3. Benefit Guarantees

**3.7. Disability Protection**

- 3.7.1. The Effects of Disability in the Workplace
- 3.7.2. Temporary Disability Benefit
- 3.7.3. Compensation for Non-Disabling Permanent Injuries
- 3.7.4. Permanent Disability
- 3.7.5. Pension for Permanent Disability

**3.8. Benefits in Connection with the Birth or Adoption of a Child**

- 3.8.1. The Allowance for Risks during Pregnancy or Breastfeeding
- 3.8.2. The Co-Responsibility Allowance for Infant Care
- 3.8.3. Birth and Custodial Care Benefits
- 3.8.4. The Allowance for the Care of Critically Ill Children

**3.9. Retirement Pension**

- 3.9.1. Ordinary Retirement
- 3.9.2. Early Retirement
- 3.9.3. Late Retirement
- 3.9.4. Cases of Compatibility between Work and Pension (Partial Retirement, Active Retirement and Flexible Retirement)

**3.10. Protection Against Job Loss**

- 3.10.1. Contributory Unemployment Benefits
- 3.10.2. Unemployment Benefits
- 3.10.3. Termination Benefits for Self-Employed Professionals



**Module 4. Occupational Risk Prevention: Obligations and Responsibilities**

**4.1. The Preventive Obligation**

- 4.1.1. General Content, Scope and Limits
- 4.1.2. Instrumental Obligations
- 4.1.3. Evaluation and Planning of Preventive Activities
- 4.1.4. Training and Information Obligations
- 4.1.5. Obligation to Provide Work Equipment and Means of Protection

- 4.1.6. Documentation Requirement
- 4.1.7. Obligations to Record and Notify Occupational Accidents and Occupational Illnesses
- 4.1.8. Serious and Imminent Risk

**4.2. The Specific Obligation of Health Surveillance**

- 4.2.1. Subjects in Charge. Time of Materialization
- 4.2.2. The Voluntariness Principle and its Exceptions
- 4.2.3. The Results of Health Surveillance: Access to and Confidentiality of Information

**4.3. The Specific Obligation of Coordination of Business Activities**

- 4.3.1. Obligations in the Event of Concurrency of Activities
- 4.3.2. Contracts and Subcontracts
- 4.3.3. The Special Regulation of the

**4.4. Obligation to Protect Certain Groups of Professionals**

- 4.4.1. Particularly Sensitive Workers, Pregnant and Breastfeeding Women, Temporary Workers and Temporary Agency Workers

- 4.4.2. Risk Prevention in Self-Employment
- 4.5. The Obligation to Prevent Psychosocial Risks**
- 4.5.1. Types of Psychosocial Risks
- 4.5.2. Preventive Measures
- 4.5.3. Digital Disconnection as a Worker Health Protection Formula

**4.6. Harassment at Work as an Occupational Hazard**

- 4.6.1. Mobbing
- 4.6.2. Sexual Harassment and Harassment Based on Sex
- 4.6.3. Differences with Labor Disputes
- 4.6.4. Prevention Obligation and Preventive Measures

**4.7. Administrative Liability in Occupational Risk Prevention Matters**

- 4.7.1. Principles of the Administration's Sanctioning Powers
- 4.7.2. Responsible Parties
- 4.7.3. Infringements and Penalties in Occupational Health and Safety Matters
- 4.7.4. The Administrative Sanctioning Procedure
- 4.7.5. The Infringement Report as a Precondition for the Initiation of the Sanctioning Proceeding

**4.8. Criminal Liability in the Field of Occupational Risk Prevention**

- 4.8.1. Specific and Generic Occupational Risk Prevention Offenses
- 4.8.2. Concurrent Offense Situations
- 4.8.3. Compatibility of Criminal Liability with Other Liabilities
- 4.8.4. Subjective Scope of Criminal Liability
- 4.8.5. The Legal Entity as a Criminally Liable Party
- 4.8.6. Criminal Liability of Directors, Executives

- and Employees
- 4.9. Civil Liability**
- 4.9.1. Nature of Civil Liability Arising out of Occupational Accidents and/or Occupational Diseases
- 4.9.2. Employer's Liability for the Acts of its Employees
- 4.9.3. Responsibility for the Coordination of Activities: Decentralization of Production and Responsibility of Contractors and Subcontractors
- 4.9.4. Group Liability
- 4.9.5. Responsibilities of Manufacturers

**4.10. Social Security Liabilities**

- and Suppliers
- 4.10.1. The Benefits Surcharge and its Compatibility
- 4.10.2. Concept and Nature
- 4.10.3. Responsible Parties

# 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.*



## 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.

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

## 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 Diploma is a program aimed at students specialized in labor advisory, who are looking for a unique opportunity to improve their knowledge in specific areas such as Social Security, occupational risk prevention or collective bargaining. People who understand the importance of updating their knowledge in order to achieve their expected employment goals and who demand high-quality programs that they can combine with the rest of their daily obligations.





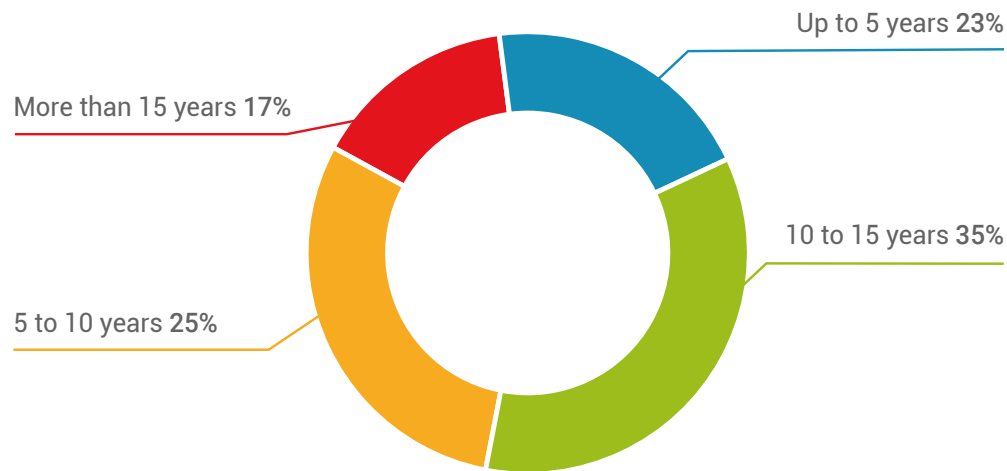
“

*If you have experience in Labor Advisory and are looking for an interesting improvement in your career while continuing to work, this is the program for you"*

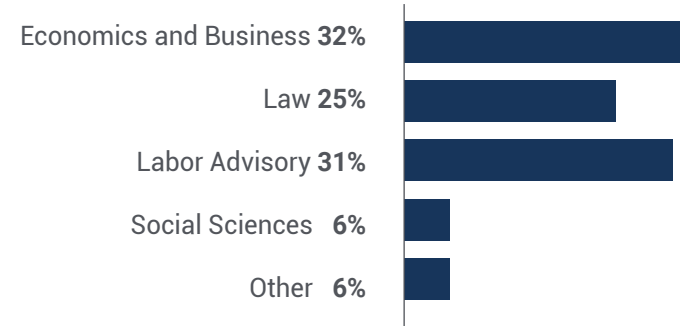
### Average Age

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

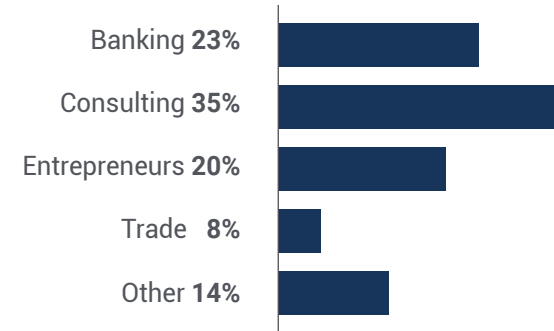
### Years of Experience



### Training

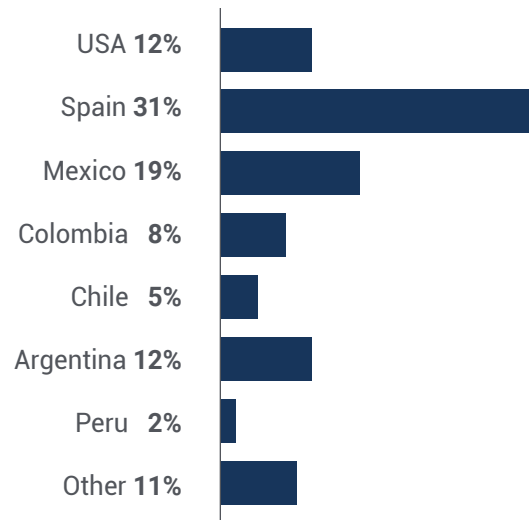


### Educational Profile



## 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 teaching staff includes leading experts in Collective Bargaining, Social Security and Occupational Risk Prevention, who bring to this program the experience of their years of work. 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's 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

### Ms Aragón Gómez, Cristina

- ◆ Bachelor's Degree in Law Complutense University of Madrid
- ◆ Extraordinary Doctorate Award of the Faculty of Law of the Carlos III University of Madrid
- ◆ Master's Degree in Human Resources Management, Specialization in Labor Relations Chamber of Commerce and Industry of Madrid and Autonomous University of Madrid
- ◆ Doctor in Law. Unanimous Cum Laude by the Faculty of Social and Legal Sciences of Carlos III University of Madrid III

### Ms. Nieto Rojas, Patricia

- ◆ 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
- ◆ Doctoral Thesis on the Worker Representation in the Company. Unanimous Cum Laude by the Faculty of Legal and Social Sciences of Carlos III University of Madrid III
- ◆ 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





**Ms. Moreno Solana, Amanda**

- ♦ Law Degree. Carlos III University of Madrid. Speciality: Labor and Company Law
- ♦ Master's Degree in Occupational Hazard Prevention Carlos III University of Madrid Specialty: Occupational Safety and Ergonomics and Psicopsicology
- ♦ Course on Pedagogical Adaptation. Complutense University of Madrid
- ♦ Master's Degree in Private Law Carlos III University of Madrid
- ♦ Doctor in Law: "The Organization of Occupational Risk Prevention in the Companies. Configuring elements and problems derived from its legal regime". Carlos III University of Madrid. Outstanding Award in her Thesis's Degree

**Mr. Gimeno Díaz de Atauri, Pablo**

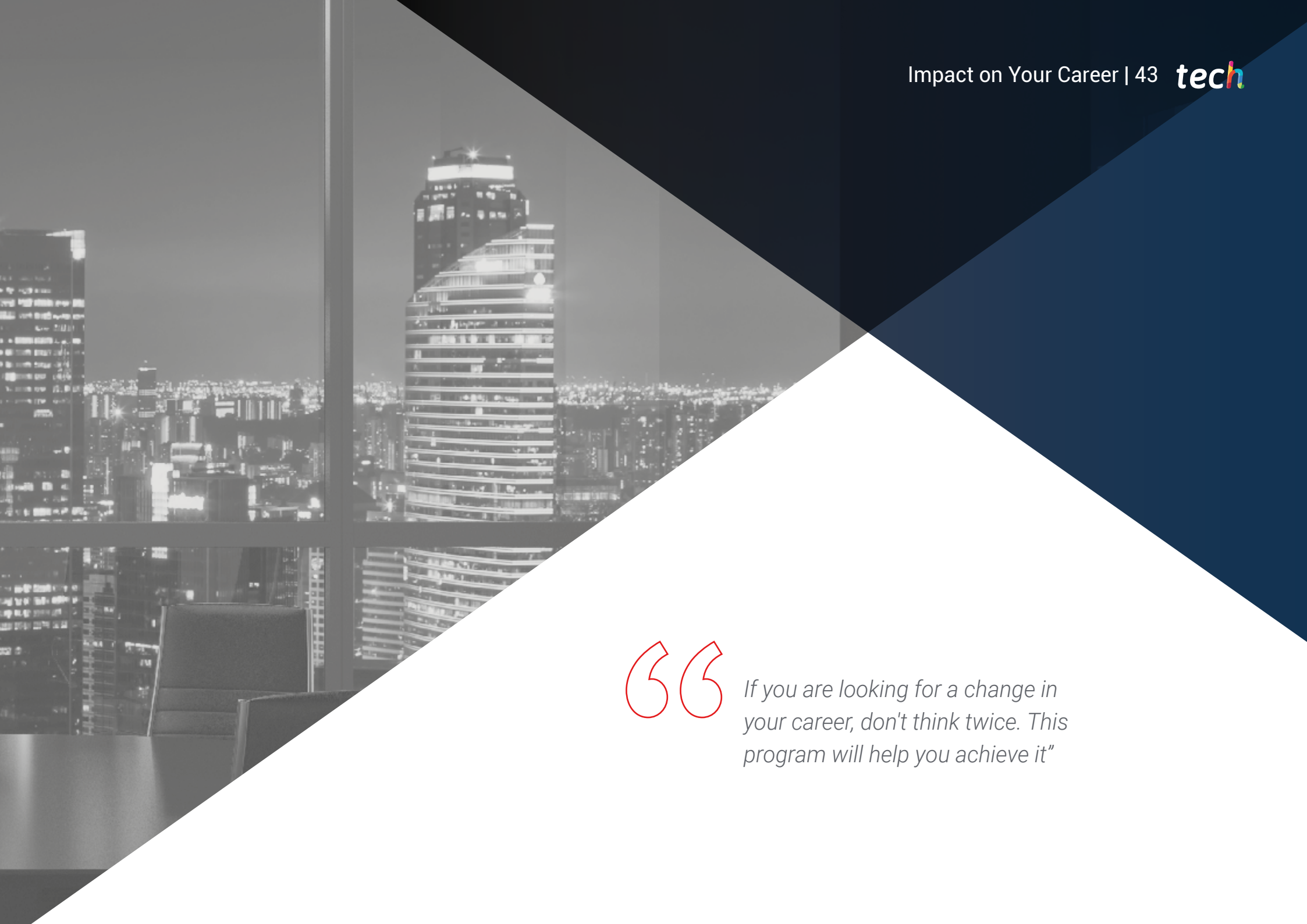
- ♦ Doctor in Law from the Carlos III University of Madrid with the qualification of Outstanding Cum Laude. Outstanding Award in his PhD
- ♦ Master's s Degree in Private Law from the Carlos III University, Madrid
- ♦ Bachelor's Degree in Law from Carlos III University of Madrid
- ♦ Bachelor's Degree in Economics from Carlos III University of Madrid
- ♦ Participation in projects Technological change and transformation in labor sources: law and collective bargaining agreements in the face of digital disruption, MERCADER UGUNIA, JESÚS R., Ministry of Innovation, Science and Universities

09

# Impact on Your Career

This program has been designed to improve the preparation of labor advisors in areas of great impact on their profession. Therefore, this program is intended to offer a unique study opportunity, which will not only provide them with great personal growth and knowledge, but will also be fundamental to achieve an impact on their careers. Thus, its completion will be an essential step to access a highly competitive labor market.





“

*If you are looking for a change in your career, don't think twice. This program will help you achieve it”*

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

The Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention from TECH is an intensive program that prepares students to face challenges and business decisions in the field of Labor Advisory. The main objective is to promote personal and professional growth. Helping them achieve success.

A program aimed at improving students' skills.

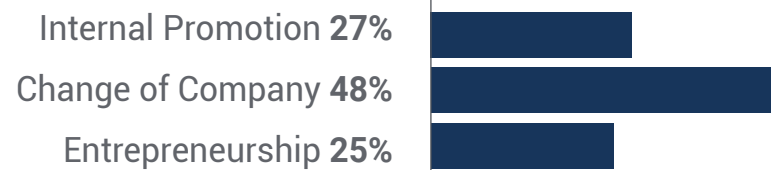
*You would like to better advise your customers. Enroll in this program and you will obtain it in a short period of time.*

*Your higher specialization will be essential to access better paying jobs.*

#### 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

This Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention is a program aimed at providing the students with the best preparation. Therefore, it will mean a competitive improvement for the companies with which they work, since they will have a more personalized advice and adapted to their needs. Undoubtedly, a must-have program to enhance the resume of Labor Advisors.





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*Your better preparation will be fundamental for a correct labor management of your companies”*

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.

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02

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

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

03

### **Building agents of change**

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

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04

### **Increased international expansion possibilities**

Thanks to this program, the companies 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.

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06

### **Increased competitiveness**

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

# 11 Certificate

The Postgraduate Diploma in Collective Bargaining, Security Social and Occupational Risk Prevention guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma issued by TECH Technological University.



“

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

This **Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Diploma** issued by **TECH Technological University** via tracked delivery\*.

The certificate issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Diploma, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Diploma in Collective Bargaining, Social Security and Occupational Risk Prevention**

Official N° of Hours: **600 h.**





## Postgraduate Diploma Collective Bargaining, Social Security and Occupational Risk Prevention

- » Modality: online
- » Duration: 6 months
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

# Postgraduate Diploma

Collective Bargaining, Social Security  
and Occupational Risk Prevention