Postgraduate Diploma
Social, Equality and Diversity Labor Policy

tech *global university*

tech global university

Postgraduate Diploma
Social, Equality and
Diversity Labor Policy

- » Modality: **online**
- » Duration: **6 months**
- » Certificate: **TECH Global University**
- » Credits: **18 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

- » Target Group: **Graduates or professionals in the field of Human Resources, Labor Relations and Psychology, who wish to deepen their knowledge in this field**
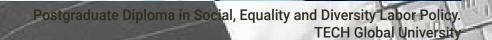
Website: **www.techtitute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-social-equality-diversity-labor-policy**

Index

01
Welcome

Equality and Diversity are two of the most important social issues of the last decade. With global protests and a worldwide social movement in pursuit of better rights for all, the companies that position themselves first in these movements will have a better public acceptance and an excellent working environment, which will end up having a positive impact on their own business results. Thus, the figure of the program in Social, Equality and Diversity Labor Policy is firmly positioned in the current corporate organizational charts, being a position of high economic value for which TECH has developed this program.

Postgraduate Diploma in Social, Equality and Diversity Labor Policy. TECH Global University

"

Acquire the knowledge of a specialist in Human Resources capable of understanding and applying the most effective social and labor policies, both externally and internally in organizations"

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.
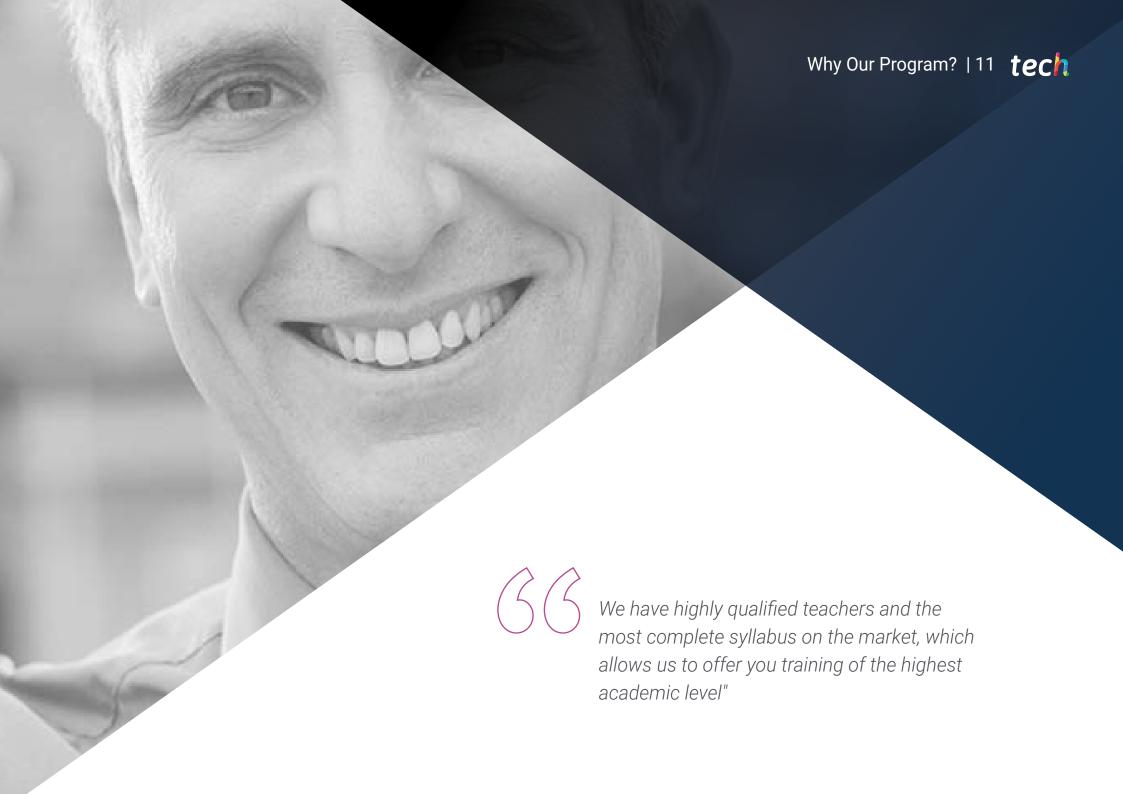
Academic Excellence

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 ground-breaking 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"

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

The objective of this TECH qualification is to provide students with the necessary tools to excel in the field of labor relations thanks to a specific program that meets the most current social demands. Thus, with a knowledge adapted to the market, students will potentially increase their chances of promotion and success in any field of work.

This program will be instrumental in boosting your career, equipping you with a specialty that is in high demand in the human resources field"

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

The **Postgraduate Diploma in Social, Equality and Diversity Labor Policy** will enable students to:

01 Acquire knowledge and to analyze the behavior of people in organizations applying psychosocial approaches

02 Know the sociological aspects of group organizational behavior and organizational structures

03 Acquire knowledge of different techniques of socio-labor evaluation for the analysis of the labor market

04 Introduce the student to research sources, their classification and studying their reliability when starting a research project

05 Knowledge of Stages of Qualitative Research

06 Recognize the Techniques and Instruments for Collecting Qualitative Data and quantitative

07 Examine social groups, social exclusion, as well as women in employment

08 Obtain a vision of equality and diversity in the workplace

09 Identify and apply labor intermediation in national and international employment policies

10 Distinguish and Handle labor intermediation actions and their distinction with illegal assignment of workers

11 Be familiar with the employment intermediary agents, their policy of public-private collaboration with the Public Employment Services and the actions that regulate them

12 Knowledge of job prospecting and recruitment actions within the framework of the digital marketplace

05
Structure and Content

The syllabus of this Postgraduate Diploma has been designed and created by a team of teachers with extensive experience in the field to respond specifically to the needs of Human Resources professionals. This compendium of contents has also been elaborated with a perspective focused on applied learning, which allows professionals to intervene successfully through a broad vision connected to the real environment of the profession. Thus, this syllabus will become the student's main asset when it comes to successfully entering a labor market that increasingly demands more and more professionals specialized in the field.

Enroll today in this Postgraduate Diploma and begin to establish your professional future with specific skills in Social, Equality and Diversity Labor Policy"

Syllabus

Without a doubt, today almost everyone is aware that for an organization to be successful, the correct selection of personnel is an extremely important element. In this sense, if the right people are hired, the correct development of the tasks and duties to be covered can be promoted and, therefore, the best possible functioning of the organization will be ensured. This is where the Human Resources professional comes into play and acquires a fundamental role because, after carrying out the selection processes, it is essential that he/she knows the policies that must be implemented within the organization to promote a good socio-labor environment, ensuring respect for equality and diversity in the company.

For all these reasons, TECH professionals have designed this Postgraduate Diploma that will provide Psychology and Human Resources professionals with the skills that will enable them to understand the functioning of the social and labor policies that protect workers in various situations. This knowledge will become the students' main asset for their professional growth, as companies are increasingly demanding more professionals with skills in this area to ensure the welfare of the organization in different cases.

Thus, throughout the training, professionals will acquire in-depth knowledge that will enable them to understand inequalities in the workplace and how to work with them to mitigate their effects. In this sense, the role of underprivileged groups such as abused women or disabled people in the work context and the measures that can be carried out to promote the professional and personal development of these people will be addressed.

This Postgraduate Diploma takes place over 6 months and is divided into 4 modules:

Module 1.	Sociology of Work
Module 2.	Social Research Strategies and Methods
Module 3.	Management of Labor Intermediation Policies
Module 4.	Strategic Management of Equality and Diversity in HR Resources

Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Diploma inSocial, Equality and Diversity Labor Policy completely online. Throughout the 6 months of the educational program, 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. Sociology of Work

1.1. Concept of Sociology of Work
1.1.1. Introduction, Objectives and Concept of Sociology
1.1.2. Concept of Work
1.1.3. Concept of Sociology of Work
1.1.4. Sociology of Work Field of Action

1.2. Study of Human Behavior in Society
1.2.1. Human Action, Means and Ends
1.2.2. Production and Employees
1.2.3. The Impact of Population Growth on Work

1.3. Economic Aspects Study of the Sociology of Work
1.3.1. Theory of Value in Classical Economists
1.3.2. Karl Marx'sLabor Theory of Value
1.3.3. Criticism of the Labor Theory of Value
1.3.4. Keynesianism

1.4. Historical Evolution and Social Context of Work
1.4.1. Work in Ancient Times
1.4.2. The Industrial Revolution
1.4.3. The Development of the Industrial Society and its Labor Effects
1.4.4. From Industrial Society to Post-Industrial Society
1.4.5. Work in the Information Society

1.5. History of the Main Sociological Theories of the Work and Organizations
1.5.1. Sociological Theories of Work
1.5.2. Contemporary Sociological Theories of Work
1.5.3. Taylor and the Scientific Organization of Work

1.6. Group Behavior in Organizations
1.6.1. Analysis of the Work Process
1.6.2. Human Resources, Mechanical Labor and Creativity
1.6.3. Social Order in Organizations, Cosmos and Taxis

1.7. Sociology of Labor Relations in a Business
1.7.1. Theories of Subjectivity
1.7.2. Theories of the Labor Market
1.7.3. Sociology of Labor Relations

1.8. Central Aspects in Organizations
1.8.1. Different Roles within the Organization
1.8.2. Organizational Structure

1.9. Technological Paradigm and the Labor Market
1.9.1. The Impact of Innovation
1.9.2. Innovation in the Modern Business
1.9.3. Automization in Production
1.9.4. Data Management and Artificial Intelligence

1.10. Labor Market Challenges in the 21st Century
1.10.1. Syndicates in the 21st Century
1.10.2. Employee Manifestations and Strikes
1.10.3. The Future of Work
1.10.4. Immigration and the Labor Market
1.10.5. Emigration, Globalization and Work

Module 2. Social Research Strategies and Methods

2.1. Basic Notions of Investigation: Science and the Scientific Method
2.1.1. Definition of the Scientific Method
2.1.2. Analytical Method
2.1.3. Synthetic Method
2.1.4. Inductive Method
2.1.5. Cartesian Thought
2.1.6. Rules of the Cartesian Method
2.1.7. Methodical Doubt
2.1.8. The First Cartesian Principle
2.1.9. Induction Procedures According to J. Mill Stuart

2.2. The General Process of Research: Quantitative and Qualitative Focus
2.2.1. Epistemological Assumptions
2.2.2. Approach to Reality and the Object of Study
2.2.3. Subject-Object Relationship
2.2.4. Objectivity
2.2.5. Methodological Processes
2.2.6. Integration of Methods

2.3. Research Paradigms and Methods Derived from These
2.3.1. How do Research Ideas Arise?
2.3.2. What is there to Research in Education?
2.3.3. Research Problem Statement
2.3.4. Background, Justification and Research Objectives
2.3.5. Theoretical Foundation
2.3.6. Hypotheses, Variables and Definition of Operational Concepts
2.3.7. Choosing a Research Design
2.3.8. Sampling in Quantitative and Qualitative Studies

2.4. Phases and Stages of Qualitative Research
2.4.1. Phase 1 Conceptual Phase
2.4.2. Phase 2 Planning and Design Phase
2.4.3. Phase 3 Empirical Phase
2.4.4. Phase 4 Analytical Phase
2.4.5. Phase 5 Diffusion Phase

2.5. Types of Quantitative Research
2.5.1. Historical Research
2.5.2. Correlation Research
2.5.3. Case Studies
2.5.4. "Ex Post Facto" Research of Completed Events
2.5.5. Quasi-Experimental Research
2.5.6. Experimental Research

2.6. Phases and Stages of Qualitative Research
2.6.1. Phase 1 Preparation Phase
2.6.2. Phase 2 Field Phase
2.6.3. Phase 3 Analytical Phase
2.6.4. Phase 4 Informative Phase

2.7. Types of Qualitative Research
2.7.1. Ethnography
2.7.2. Grounded Theory
2.7.3. Phenomenology
2.7.4. The Biographical Method and Life History
2.7.5. The Case Study
2.7.6. Content Analysis
2.7.7. Examination of Speech
2.7.8. Participatory Action Research

2.8. Techniques and Instruments for Collecting Quantitative Data
2.8.1. The Structured Interview
2.8.2. The Structured Questionnaire
2.8.3. Systematic Observation
2.8.4. Attitude Scales
2.8.5. Statistics
2.8.6. Secondary Sources of Information

2.9. Techniques and Instruments for Collecting Qualitative Data
2.9.1. Unstructured Interview
2.9.2. In Depth Interview
2.9.3. Focus Groups
2.9.4. Simple, Unregulated and Participant Observation
2.9.5. Life Stories
2.9.6. Diaries
2.9.7. Content Analysis
2.9.8. The Ethnographic Method

2.10. Data Quality Control
2.10.1. Requirements for a Measuring Instrument
2.10.2. Processing and Analysis of Quantitative Data
  2.10.2.1. Validation of Quantitative Data
  2.10.2.2. Statistics for Data Analysis
  2.10.2.3. Descriptive Statistics
  2.10.2.4 Inferential Statistics
2.10.3. Processing and Analysis of Qualitative Data
  2.10.3.1. Reduction and Characterization
  2.10.3.2. Clarify, Refine and Compare
  2.10.3.3. Programs for Qualitative Analysis of Textual Data

Module 3. Management of Labor Intermediation Policies

3.1. Labor Intermediation in the Common Portfolio of the National Employment System Services
3.1.1. Labor Intermediation
3.1.2. The New Role of Public Employment Services
3.1.3. Discrimination in Access to Employment

3.2. Labor Intermediation
3.2.1. Conceptualization of Intermediation: Basic Principles
3.2.2. Labor Intermediation and Professional Orientation
3.2.3. Labor Intermediation within Active Employment Policies in Public Services
3.2.4. Collaborating Agents in the Outsourcing of Intermediation: Recruitment Agencies and Temporary Employment Agencies

3.3. Job Prospecting I
3.3.1. Statistical Data on the Business Fabric
3.3.2. Sources of Labor Market Information
3.3.3. Current Labor Market Indicators
3.3.4. Employment Opportunities

3.4. Job Prospecting II
3.4.1. Diagnosis and Analysis of the Labor Market
3.4.2. Searching and its Phases: Approaching the Company and Recruiting Plan
3.4.3. Loyalty and Evaluation of the Relationship with Companies
3.4.4. Management of the Employment Demand and Accompaniment to the Company

3.5. Recruitment Activities
3.5.1. Conceptualization of Recruitment: Typologies
3.5.2. Recruitment Procedures in the Digital Era: E-Recruitment
3.5.3. Recruitment in the Collaborating Placement Agencies

3.6. Personalized Itineraries of Orientation and Labor Market Insertion
3.6.1. Basic Aspects and Elements that Include it
3.6.2. Elaboration of Personalized Itineraries of Orientation and Labor Market Insertion
3.6.3. Special Considerations for Groups with Labor Market Insertion Difficulties

3.7. The Sanctioning Regime for Brokerage Activities
3.7.1. Lack of Penalties for the Recruitment of Irregular Labor Orientation and Placement
3.7.2. The Training Sanctioning Regime

3.8. Illegal Assignment of Workers: Regulatory Framework
3.8.1. Successive Reforms of the Concept and the Current Identification of Illegal Assignment
3.8.2. Illegal Intercompany Transfers
3.8.3. Consequences of Unlawful Assignment

3.9. Public/Private Collaboration in Labor Intermediation
3.9.1. European Public-Private Partnership Models
3.9.2. The Public-Private Partnership Framework Agreement after the Labor Reform
3.9.3. The Convergence of Training Obligations with the Public Employment Services

3.10. Challenges of Labor Intermediation Policies in the Digital Era
3.10.1. Labor Intermediation in Telematic Employment Agencies
3.10.2. Labor Mobility and Globalization in Employment Policies
3.10.3. Job Searching in the Digital Era

Module 4. Strategic Management of Equality and Diversity in HR Resources

4.1. Government Employment Programs and Policies
4.1.1. Knowledge of Current Governmental Employment Policies
4.1.2. Employment Subsidy Programs
4.1.3. Government as a Provider of Employment

4.2. Poverty and Social Exclusion Policies
4.2.1. Conceptualization of Poverty in Socio-Economic Terms
4.2.2. Legal and Social Contextualization
4.2.3. Poverty and Social Inclusion in Employment Policies

4.3. Social Groups and Employment Difficulties
4.3.1. Identification of Social Groups
4.3.2. Exclusionary Labor Practices
4.3.3. Programs and Laws Protecting Social Groups

4.4. Disability in the Work Environment
4.4.1. Conceptualization of Disability
4.4.2. Inclusion Programs in the Company
4.4.3. Government Incentives

4.5. Youth and First Job Programs
4.5.1. Policies for Interns and Trainees in the Company
4.5.2. Government Programs
4.5.3. Challenges of Youth Employment in the Context of Digital Transformation

4.6. Pensions and Retirement
4.6.1. Corresponding Laws
4.6.2. Pension or Retirement Eligibility

4.7. Women and Work I: Gender Violence
4.7.1. Contextualization of Gender Violence
4.7.2. Business Programs Against Gender Violence
4.7.3. Promoting Employment Among Women Victims of Gender-Based Violence

4.8. Women and Work II: Discrimination and Marginalization in Employment
4.8.1. Women in the Labor Context Throughout History
4.8.2. Employment Discrimination
4.8.3. Productive Sectors with Greater Employability for Women

4.9. Immigration and Labor
4.9.1. Types of Immigrants
4.9.2. Work Permits
4.9.3. Government Participation in the Promotion of Legal Migration

4.10. International Personnel Administration
4.10.1. Global Companies
4.10.2. Immigrants and Expatriates
4.10.3. Fostering a Global Corporate Culture

Specialize with a team of winning professionals, who have already achieved success in their careers and know what yours needs to succeed"

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.
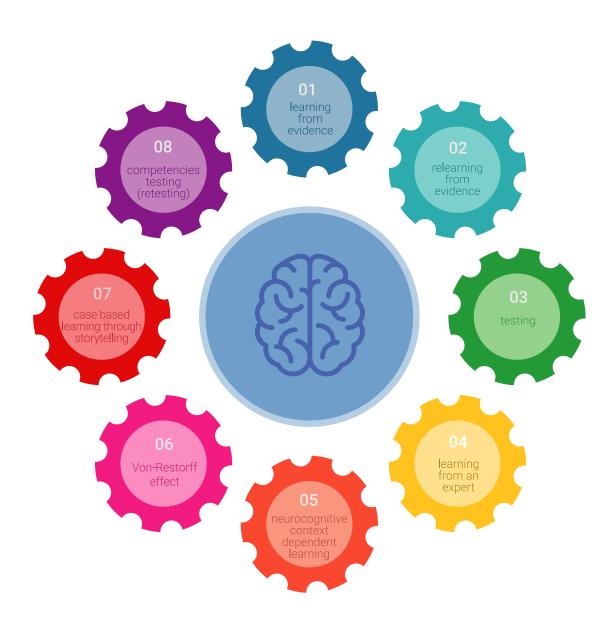
Relearning Methodology

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.

01 learning from evidence

02 relearning from evidence

03 testing

04 learning from an expert

05 neurocognitive context dependent learning

06 Von-Restorff effect

07 case based learning through storytelling

08 competencies testing (retesting)

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.

30%

10%

8%

3%

tech

30%

15%

4%

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.

Our Students' Profiles

This Postgraduate Diploma in Social, Equality and Diversity Labor Policy is a program aimed at professionals in Labor Relations, Human Resources and Psychology who want to update their knowledge in the area of Recruitment and advance in their professional career towards a promising future in this field. The compendium of knowledge that you will acquire after completing this comprehensive training will enable you to practice in this field with guaranteed success and will enable you to position yourself as an expert in digital entrepreneurship.

Continue to improve your job position without neglecting your professional and personal responsibilities"

Average Age

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

Years of Experience

More than 15 years **21%**

Up to 5 years **19%**

10 to 15 years **31%**

5 to 10 years **29%**

Training

Labor Relationships	**29%**	
Psychology	**27%**	
Law	**25%**	
Social Sciences	**6%**	
Other	**13%**	

Academic Profile

Human Resources	**29%**	
Consulting	**22%**	
Section Heads	**15%**	
Psychologists	**20%**	
Other	**14%**	

Geographical Distribution

Country	%
USA	13%
Spain	39%
Mexico	14%
Colombia	6%
Argentina	11%
Chile	5%
Peru	4%
Others	8%

Santiago Sánchez

Marketing Manager andunion member

"As a union representative, it is my duty to be aware of social and labor policies in the area of equality and diversity, so that I can better ensure that the rights of the employees to whom I give voice are respected. That is exactly what I have achieved with this Postgraduate Diploma in TECH, which I would definitely repeat".
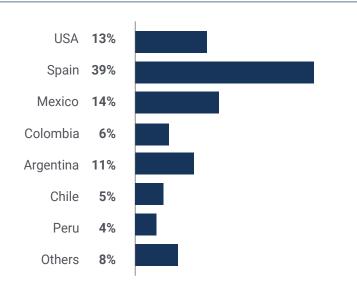
08

Impact on Your Career

TECH is aware of the importance of this program for its students, so all efforts are made to try to achieve the greatest positive impact in the shortest possible time. Thanks to the advanced educational methodology used throughout the curriculum, students improve not only their professional skills in the field of social and labor policy, but also the essential transversal skills to effectively manage their daily work.

This is the program you have been waiting for, the one that will allow you to graduate with all the necessary skills to make a great impression in your environment and quickly rise to that managerial position you are longing for"

Are you ready to take the leap?
Excellent professional development awaits you.

This program brings out the best in the student, requiring a high level of involvement throughout the program. Thanks to TECH's eminently practical teaching, the student learns in a real context everything he needs to know to succeed.
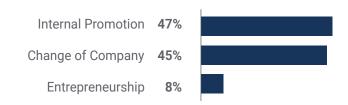
Thanks to this programme you will receive a large number of job offers with which you will be able to start your professional growth.

The completion of the Postgraduate Diploma in, Equality and Diversity Policies will allow you to advance in your profession.

Time of Change

During the program	During the first year	After 2 years
11%	**63%**	**23%**

Type of change

Internal Promotion	**47%**	
Change of Company	**45%**	
Entrepreneurship	**8%**	

Salary increase

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

Salary before	A salary increase of	Salary after
$32,900	**25.22%**	**$41,200**

Benefits for Your Company

Companies also benefit from participating in this program, because by incorporating a Postgraduate Diploma in Social, Equality and Diversity Labor Policy, they are ensuring that their Human Resources department meets one of the most important quality standards for the general public and a good working environment.

"You will be decisive in making complex decisions in environments where your skills in social and labor policy will be key and decisive"

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

01

Intellectual Capital and Talent Growth

Managers will bring to the company new concepts, strategies and perspectives that can bring about significant changes in the organization.

02

Retaining high-potential executives to avoid talent drain

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

03

Building agents of change

The directors They 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 Organisation will come into contact with the main markets in the world economy.

tech

05

Project Development

The executive can work on a real project or develop new projects.

06

Increased competitiveness

This program will equip students with the skills to take on new challenges and drive the organization.

10

Certificate

The Postgraduate Diploma in Social, Equality and Diversity Labor Policy guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma issued by TECH Global University.

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

tech

This program will allow you to obtain your **Postgraduate Diploma in Social, Equality and Diversity Labor Policy** 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 Diploma in Social, Equality and Diversity Labor Policy**

Modality: **online**

Duration: **6 months**

Accreditation: **18 ECTS**

---

tech global university

Mr./Ms. _____, with identification document _____ has successfully passed and obtained the title of:

Postgraduate Diploma in Social, Equality and Diversity Labor Policy

This is a program of 450 hours of duration equivalent to 18 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024

Dr. Pedro Navarro Illana
Rector

Unique TECH Code: AFWORD23S   techtitute.com/certificates

---

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

tech global university

Postgraduate Diploma
Social, Equality and Diversity Labor Policy

- » Modality: **online**
- » Duration: **6 months**
- » Certificate: **TECH Global University**
- » Credits: **18 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Postgraduate Diploma
Social, Equality and Diversity Labor Policy

tech global university