

# Executive Master's Degree Labor Advisory

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## Executive Master's Degree Labor Advisory

- » Modality: online
- » Duration: 12 months
- » Certificate: TECH Global University
- » Credits: 60 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/professional-master-degree/master-labor-advisory](http://www.techtute.com/us/school-of-business/professional-master-degree/master-labor-advisory)

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# 01 Welcome

The current economic situation is increasingly complex and globalized, with a clear impact on labor relations. In this scenario, in-depth technical and practical knowledge is required in the field of labor and employment law consultancy, which is a key element in the management of productive organizations. In this sense, the specialization that TECH offers to students aims to provide them with a comprehensive vision of Labor Law and Social Security from a theoretical and practical perspective.

In this way, it offers rigorous and specialized knowledge of the different problems that can occur in the field of hiring and labor advisory, addressed with an innovative method to provide a global vision of the relationships that can occur in this field between the most significant figures in this field and in coordination with the provisions of international conventions and European Community law.



Executive Master's Degree in Labor Advisory  
TECH Global University



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*Enter the complex world of labor consulting and acquire the necessary skills to develop successfully in your daily practice”*

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

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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

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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

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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

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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

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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 your skills in Labor Advisory, as well as to develop new competencies and skills that will be essential in your professional development. Upon completing the program, the graduates will be able to make global decisions with an innovative perspective and an international vision.



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*One of our fundamental objectives is to help you develop the essential skills to specialize in the field of Labor Advisory”*

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

The Executive Master's Degree in Labor Advisory will enable the student to:

01

Acquire a comprehensive knowledge of the defining characteristics of the employment relationship and have a notion of the different forms of business organization and the subsequent labor liabilities that may arise from this type of decisions

02

Be aware of their rights according to the type of contract in order to avoid possible frauds

03

Know the basic rights and duties of workers, especially the protection of fundamental rights

04

Advise on the control of labor activity through technological means and the repercussions that may exist if such control is carried out in violation of any workers rights

05

Possess basic skills to be able to provide advice on ordinary labor management tasks





06

Learn about time registration, working hours, overtime, rest breaks, vacations, modification of working conditions, leaves of absence, contract suspensions and leaves of absence

08

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

09

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

07

Possess all the elements to carry out dismissals in a justified and lawful manner, while employee advisors may have the tools to attack this business decision or advise the employee when he/she wants to leave the company

10

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



11

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

12

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

13

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

14

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



15

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

16

Acquire the necessary skills to be able to file a lawsuit within the social jurisdiction and to face the subsequent tasks within the procedural process

17

Acquire the basic knowledge to be able to appeal judicial decisions, either before the judicial body that has issued them or in an appeal in cassation for the unification of doctrine

18

Learn the legal issues arising from the process of judgment execution



# 05 Skills

After passing the assessments of the Executive Master's Degree in Labor Advisory, the professionals will have acquired the necessary skills for excellent and up-to-date practice based on the most innovative teaching methodology.





“

*This program will help you  
acquire the skills you need  
to excel in your daily work”*

01

Have a comprehensive vision of Labor and Social Security Law

02

Be able to successfully deal with the issues that arise in their professional development within public or private organizations, either in companies or in law firms or legal consultancy firms

03

Recognize the applicable labor conditions according to the source of labor law in which they are included

04

To know the most useful contracting modalities for the needs of the companies

05

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

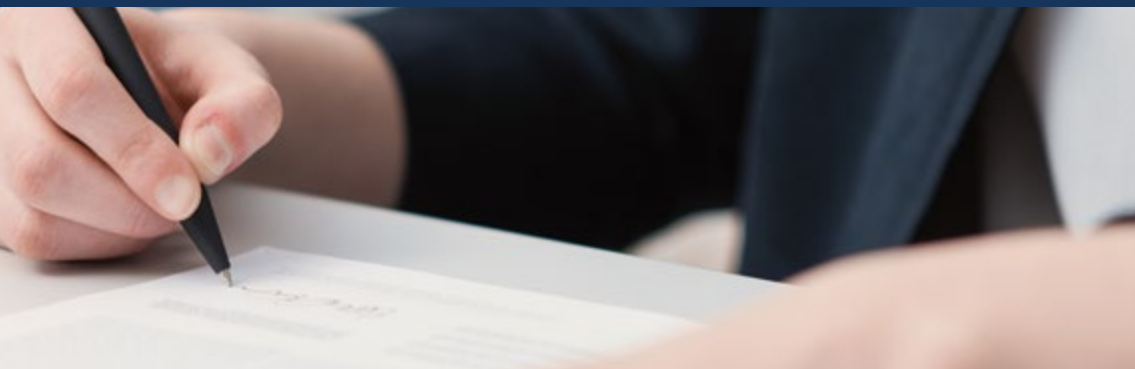


06

Have a general overview of the termination of the employment relationship

08

Responding to the company's needs regarding changing labor relationships



07

Know how face a selection and recruitment process in an efficient way, being able to know all those issues that are required in relation to the entry of the worker in the company

09

Solve the labor problems that may arise

10

File a lawsuit within the social jurisdiction and to face the subsequent tasks within the procedural process

06

# Structure and Content

The Executive Master's Degree in Labor Advisory is a tailor-made program that is taught in a 100% online format so that students can choose the time and place that best suits their availability, schedules and interests.

A program that takes place over 12 months and is intended to be a unique and stimulating experience that lays the foundation for your professional success in this field of Labor Advisory.





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*We will help you to develop your skills and abilities in the field of labor advisory thanks to this very complete syllabus”*

## Syllabus

The Executive Master's Degree in Labor Advisory 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 this program is designed to promote the development of managerial skills that enable more rigorous decision making in uncertain environments. Throughout 1,500 hours of study, the student will analyze a multitude of practical cases through individual work. It is, therefore, an authentic immersion in real business situations.

In this way, this Executive Master's Degree addresses Labor Advisory in depth 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 12 months and is divided into 10 modules:

- Module 1.** The Employment Relationship, the Employer and the Employment Contract
- Module 2.** The modalities of labor contracting and the managerial power of the entrepreneur
- Module 3.** Vicissitudes of the Labor Relationship: Working Hours, Rest Periods, Modification of Conditions and Interruption of the Labor Relationship
- Module 4.** Termination of the Labor Relationship
- Module 5.** Freedom of Association and Company Representation Model
- Module 6.** Company Agreements and Conflict Resolution Measures
- Module 7.** Social Security Law
- Module 8.** Occupational Risk Prevention: Obligations and Responsibilities
- Module 9.** The Labor Process: Declarative Tutelage (General Part and Procedural Modalities)
- Module 10.** The Labor Process: Means of Contestation and Enforcement Protection



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

TECH offers the possibility of completing this Executive Master's Degree in Labor Advisory entirely online. Throughout the 12-month program, the professionals will be able to access all the contents of this program at any time, which will allow them to self-manage their study time.

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

**Module 1. The Employment Relationship, the Employer and the Employment Contract**

**1.1. Sources of Labor Law I**

- 1.1.1. Labor Content of the Spanish Constitution of 1978
- 1.1.2. International and Supranational Standards
- 1.1.3. Rules with the Force of Law
- 1.1.4. Regulations and Other Regulatory Provisions

**1.2. Sources of Labor Law II**

- 1.2.1. The Individual Employment Contract
- 1.2.2. Custom and General Principles of Law
- 1.2.3. The Most Beneficial Condition
- 1.2.4. The criteria for the Arrangement of Concurrent Labor Standards

**1.3. The Concept of Worker: Definitional Notes and Gray Areas**

- 1.3.1. The Assumptions of labor: Personal Service, Voluntary, Remunerated, Dependency and Dependence
- 1.3.2. Special Labor Relationships
- 1.3.3. Activities Excluded from Labor Legislation

**1.4. The Labor Employer I**

- 1.4.1. Concept of Employer in Labor Law
- 1.4.2. The Company, the Work Center and the Productive Unit
- 1.4.3. Groups of Companies for Labor Purposes
- 1.4.4. Outsourcing of Services: Contracts and Subcontracts

**1.5. The Labor Employer II**

- 1.5.1. Illegal Assignment of Workers
- 1.5.2. The Transfer of the Company

**1.6. Recruitment and Selection of Workers**

- 1.6.1. The Employee Recruitment Process
- 1.6.2. The Employee Selection Process
- 1.6.3. Discrimination in Access to Employment
- 1.6.4. Affirmative Action Measures in Access to Employment

**1.7. Labor Contracting: Limits and Essential Elements**

- 1.7.1. Ability to Work
- 1.7.2. Limitations on Employment of Minors
- 1.7.3. The Form of the Employment Contract
- 1.7.4. The Ineffectiveness of the Employment Contract
- 1.7.5. The Basic Copy of the Employment Contract
- 1.7.6. Protection of Personal Data

**1.8. Covenants Ancillary to the Employment Contract**

- 1.8.1. The Agreement of Full Dedication or Exclusivity in the Labor Performance
- 1.8.2. The Company's Permanence Pact
- 1.8.3. The Prohibition of Post-contractual Competition

**1.9. The Legal Regime of the Probationary Period**

- 1.9.1. The Probationary Period Agreement and its Duration
- 1.9.2. Free Withdrawal During the Trial Period
- 1.9.3. Withdrawal During the Probationary Period of a Pregnant Worker

**1.10. The Rights of Workers over their Intellectual Creations**

- 1.10.1. Exploitation Rights of Workers' Creations: Requirements and Scope
- 1.10.2. Exploitation Rights of Computer Creations
- 1.10.3. Moral Rights

**Module 2. The Modalities of Labor Contracting and the Managerial Power of the Employer**
**2.1. Indefinite-Term Contracts**

- 2.1.1. The Ordinary Indefinite Term Contract
- 2.1.2. The Promotion of Permanent Hiring
- 2.1.3. Discontinuous Fixed Term and Periodic Fixed Term Contracts

**2.2. Temporary Hiring I**

- 2.2.1. The Contract for a Specific Work or Service
- 2.2.2. Temporary Contracts due to Production Circumstances
- 2.2.3. The Interim Contract

**2.3. Temporary Hiring II**

- 2.3.1. The Training and Apprenticeship Contract
- 2.3.2. Internship Contracts

**2.4. Temporary Hiring III**

- 2.4.1. Provisions Common to Temporary Contracting
- 2.4.2. Other Types of Temporary Contracts
- 2.4.3. Temporary Employment Agencies (TEAs)

**2.5. The Part-Time Contract and its Varieties**

- 2.5.1. The Common Part-Time Contract
- 2.5.2. Aspects Related to Part-Time Contracts
- 2.5.3. Supplementary Hours
- 2.5.4. Partial Retirement and Relief Contracts

**2.6. Telecommuting and Teleworking**

- 2.6.1. The Voluntary Nature of Telecommuting
- 2.6.2. The Requirements to be Included in the Contract
- 2.6.3. The Day and the Digital Disconnection
- 2.6.4. Control of Labor Activity

**2.7. The Right to Effective Employment and Fundamental Workers' Rights**

- 2.7.1. The Right to Effective Occupancy
- 2.7.2. Fundamental Rights Specific to the Employment Relationship
- 2.7.3. Fundamental Rights not Specific to the Employment Relationship
- 2.7.4. Compensation for Damages: Moral Damages

**2.8. Duties of the Employee**

- 2.8.1. The Duty not to Compete with the Company's Activity
- 2.8.2. Duty of Care and Good Faith
- 2.8.3. The Duty to Observe Safety and Health Measures
- 2.8.4. The Duty to Comply with the Employer's Orders and Instructions

**2.9. Managerial Power and New Technological Control Mechanisms**

- 2.9.1. The Managerial Power of the Entrepreneur
  - 2.9.1.1. Control of Lockers and Personal Belongings
- 2.9.2. The Power of Management and New Surveillance and Control Mechanisms
  - 2.9.2.1. IT Control of Technological Tools
  - 2.9.2.2. Control via Geolocation or GPS Systems
  - 2.9.2.3. Monitoring through CCTV Systems

**2.10. Determination of Employee Benefits and Functional Mobility**

- 2.10.1. Determination of Work Performance: General Aspects
- 2.10.2. The Professional Classification System: Professional Groups
- 2.10.3. Functional Mobility and Corporate *ius variandi*
  - 2.10.3.1. General Requirements: Qualification and Respect for the Worker's Dignity
  - 2.10.3.2. Functional Mobility within the Professional Group: Horizontal
  - 2.10.3.3. Functional Mobility outside the Professional Group: Vertical

**Module 3. Vicissitudes of the labor relationship: working hours, rest periods, modification of conditions and interruption of the labor relationship**

**3.1. Working Time: The Working Day**

- 3.1.1. Ordinary Working Hours
  - 3.1.1.1. Duration of the Day
  - 3.1.1.2. Distribution of the Day
- 3.1.2. Special Workdays due to the Activity
- 3.1.3. Special Days for Personal Reasons
- 3.1.4. Obligation to Register

- 3.1.5. Overtime
  - 3.1.5.1. Concept and Classification
  - 3.1.5.2. Nature
  - 3.1.5.3. Compensation for its Execution
  - 3.1.5.4. Prohibition
  - 3.1.5.5. Records
  - 3.1.5.6. Working Hours
- 3.1.6. Timetable
- 3.1.7. Night Work and Night Worker
- 3.1.8. Shift Work

**3.2. Adaptation of Working Hours and Work-Life Balance Rights**

- 3.2.1. Reduction in Working Hours for Infant Care
- 3.2.2. Absence or Reduction of the Working Day due to Premature Childbirth or Hospitalization of the Newborn
- 3.2.3. Reduction of Working Hours for Reasons of Legal Guardianship of Minors, Family Members or Handicapped Persons

- 3.2.4. Reduction of Working Hours or Adaptation in the Case of a Minor Affected by Cancer or any other Serious Disease
- 3.2.5. Reduction of Working Hours due to Gender Violence or Terrorism
- 3.2.6. Reduced Working Hours to receive OHS training

**3.3. The Annual Vacation and Rest Regime**

- 3.3.1. The Work Calendar
- 3.3.2. The Rest Regime
  - 3.3.2.1. Rest During the Day
  - 3.3.2.2. Rest Between Shifts
  - 3.3.2.3. Weekly Rest
- 3.3.3. Holidays

- 3.3.4. Vacations
  - 3.3.4.1. Commencement, Duration and Accrual
  - 3.3.4.2. Proportionality and Computable Periods
  - 3.3.4.3. Coincidence of Vacations with Sick Leave Situations
  - 3.3.4.4. Vacation Time
  - 3.3.4.5. Payable Nature and the Possibility of Substitution

**3.4. The Wage Benefit**

- 3.4.1. Concept and Function of Salaries
- 3.4.2. Salary in Cash and in Kind
- 3.4.3. Non-Salary Benefits
- 3.4.4. Wage Systems: Procedures for their Determination
- 3.4.5. Salary Structure
  - 3.4.5.1. Base Salary
  - 3.4.5.2. Salary Supplements
  - 3.4.5.3. Consolidation of Salary Supplements
- 3.4.6. Extraordinary Payments

- 3.4.7. Wage Determination
  - 3.4.7.1. Minimum Interprofessional Salary
  - 3.4.7.2. Professional Salary
  - 3.4.7.3. Contractual Salary
- 3.4.8. The Salary Absorption and Compensation Mechanism
- 3.4.9. Payment of Salary
- 3.4.10. Wage Protection
  - 3.4.10.1. Non-Attachability of Wages
  - 3.4.10.2. Wages as a Privileged Credit

**3.5. Geographic Mobility of Workers**

- 3.5.1. Concept and Characteristics
- 3.5.2. The Legal Regime of Transfers
  - 3.5.2.1. Concept
  - 3.5.2.2. Causal Element
  - 3.5.2.3. Types of Transfers
  - 3.5.2.4. Procedure
- 3.5.3. The Legal Regime of Movements
  - 3.5.3.1. Concept
  - 3.5.3.2. Causal Element
  - 3.5.3.3. Procedure
  - 3.5.3.4. Effects

**3.6. Substantial Modification of Working Conditions**

- 3.6.1. Scope of Article 41, ET and Excluded Assumptions
- 3.6.2. Causal Element
- 3.6.3. Working Conditions Subject to Change
- 3.6.4. Concept of Substantial Modification
- 3.6.5. Type of Substantial Modification: Individual or Collective
- 3.6.6. Procedure
  - 3.6.6.1. Individual Modification
  - 3.6.6.2. Collective Modification
- 3.6.7. Substantial Modification of Working Conditions Provided for in a Statutory Collective Agreement: Article 82.3 ET

**3.7. Modifications of Working Conditions at the Employee's Will**

- 3.7.1. Promotions
  - 3.7.1.1. Concept
  - 3.7.1.2. Legal Regime
- 3.7.2. Family Reunification
- 3.7.3. Purpose
- 3.7.4. Legal Regime
- 3.7.5. Objective Causes
  - 3.7.5.1. Protection of Female Workers who are Victims of Gender Violence and Terrorism
  - 3.7.5.2. Protection of Persons with Disabilities
  - 3.7.5.3. Protection of the Worker's Physical Integrity

**3.8. Interruption of Employment Benefits: Paid Leaves of Absence**

- 3.8.1. Concept and Characteristics
- 3.8.2. Types of Permits
- 3.8.3. Other Interruptions of Work for Reasons Not Imputable to the Worker
- 3.8.4. Effects and Enjoyment

### 3.9. Suspension of the Employment Contract due to Business Causes or Force Majeure

- 3.9.1. Concept and Characteristics
- 3.9.2. Causes for Suspension
  - 3.9.2.1. Suspension of the Contract at the Will of the Parties
  - 3.9.2.2. Suspension due to Temporary Disability
  - 3.9.2.3. Suspension for Family Reasons

- 3.9.2.4. Suspension at the Employee's Will
- 3.9.2.5. Victim of Gender Violence
- 3.9.2.6. Exercise of the Right to Strike
- 3.9.2.7. Suspension at Will of the Company
- 3.9.2.8. For Disciplinary Reasons
- 3.9.2.9. Due to Legal Closure of the Company
- 3.9.3. Suspension and Reduction of Working Hours due to Business Causes
- 3.9.4. Suspension and Reduction of Working Hours due to Force Majeure

### 3.10. The Legal Regime of Leave of Absence from Work

- 3.10.1. Concept and Typology
- 3.10.2. Forced Leave of Absence
  - 3.10.2.1. Appointment or Election to Public Office
  - 3.10.2.2. Union Positions
  - 3.10.2.3. Effects

- 3.10.3. Leave of Absence for Child and Family Care
  - 3.10.3.1. Assumptions
  - 3.10.3.2. Effects
- 3.10.4. Voluntary Leave of Absence
  - 3.10.4.1. Requirements
  - 3.10.4.2. Effects

## Module 4. Termination of the Labor Relationship

### 4.1. Termination of the Employment Contract by the Joint Will of the Parties

- 4.1.1. Termination of Contract by Mutual Agreement of the Parties
  - 4.1.1.1. Concept
  - 4.1.1.2. Requirements
  - 4.1.1.3. Effects
- 4.1.2. Termination of a Contract for Causes Validly Stated in the Contract: Concept and Requirements
- 4.1.3. Termination of the Contract due to Expiration of the Agreed Time or Performance of the Work or Service under Contract

### 4.2. Termination of the Employment Contract for Other Causes Related to the Parties to the Contract

- 4.2.1. Death, Retirement, Incapacity or Extinction of the Legal Personality of the Entrepreneur
- 4.2.2. Death, Retirement or Disability of the Employee

### 4.3. Voluntary Termination or Termination of the Employee

- 4.3.1. Concept of Resignation and Abandonment
- 4.3.2. Resignation with Notice
- 4.3.3. Notice of Resignation
- 4.3.4. Formal Aspects and Effects
- 4.3.5. Resignation of Senior Management Personnel

### 4.4. Termination of the Employment Contract at the Employee's Will due to a Breach of Contract by the Company

- 4.4.1. Termination of the Contract for Breach of Contract by the Company: Causes
  - 4.4.1.1. Substantial Modifications that Result in the Impairment of the Worker's Dignity
  - 4.4.1.2. Lack of Payment or Continued Delinquencies
  - 4.4.1.3. Other Serious Corporate Noncompliance
- 4.4.2. Procedure
- 4.4.3. Effects

### 4.5. Disciplinary Dismissal

- 4.5.1. Concept and Characteristics
- 4.5.2. Causes
  - 4.5.2.1. Repeated Absences in Attendance or Punctuality
  - 4.5.2.2. Indiscipline or Disobedience in the Workplace
  - 4.5.2.3. Verbal or Physical Offenses

- 4.5.2.4. Breach of Contractual Good Faith and Abuse of Trust in the Performance of Work
- 4.5.2.5. Continuous and Voluntary Decrease in performance
- 4.5.2.6. Habitual Drunkenness or Drug Addiction
- 4.5.2.7. Discriminatory Harassment of the Employer or Persons Working in the Company

### 4.5.3. Form and Procedure

- 4.5.3.1. The Letter of Dismissal
- 4.5.3.2. The Effective Date
- 4.5.3.3. Notification of Dismissal to the Employee
- 4.5.4. The Disciplinary Dismissal Procedure in the Case of Workers' Legal Representatives

### 4.6. Termination of the Employment Contract for Objective Causes: Objective Dismissal

- 4.6.1. Concept and Legal Regime
- 4.6.2. Causes
  - 4.6.2.1. Worker Ineptitude
  - 4.6.2.2. Lack of Adaptation to Technical Changes in the Workplace
  - 4.6.2.3. Economic, Technical, Organizational and Production Causes

- 4.6.2.4. Insufficient Budgetary Appropriation
- 4.6.3. Formal and Procedural Requirements
  - 4.6.3.1. The Provision of Compensation
  - 4.6.3.2. The Letter of Dismissal
  - 4.6.3.3. The Notice Period and the Hours of Leave to Find Employment
- 4.6.4. Priority of Permanence

### 4.7. Collective Dismissal

- 4.7.1. Concept and Characteristics
- 4.7.2. Causes
  - 4.7.1.1. Economic Reasons
  - 4.7.1.2. Organizational Causes
  - 4.7.1.3. Technical Reasons
  - 4.7.1.4. Productive Causes

### 4.7.3. Scope of the Impact of the Causes: Benchmarks

- 4.7.4. The Procedure
  - 4.7.4.1. Collective Phase of Collective Dismissal: Consultation Period and Negotiation Process
  - 4.7.4.2. Individual Phase of Collective Dismissal

### 4.7.5. Brief Reference to Collective Dismissal in Bankrupt Companies

**4.8. Dismissal due to Force Majeure**

- 4.8.1. Concept of Force Majeure
- 4.8.2. Procedure
- 4.8.3. Effects

**4.9. Termination of Employment Contracts for Public Administration Employees**

- 4.9.1. Termination due to Contract Termination
- 4.9.2. Disciplinary Dismissal of Public Administration's Labor Personnel
- 4.9.3. Dismissal for Objective Causes
- 4.9.4. Collective Dismissal

**4.10. Termination of the Contract of Senior Management Employees**

- 4.10.1. Withdrawal by the Manager
- 4.10.2. Dismissal *Ad Nutum* or Without Cause
- 4.10.3. Dismissal for Disciplinary Reasons
- 4.10.4. The Golden Parachute Clauses or Indemnity Clauses in Favor of Executives
- 4.10.5. Extinction in Bankruptcy Proceedings

**Module 5. Freedom of Association and Company Representation Model**

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

- 5.1.1. The International Model: the ILO Doctrine as a World Standard for the Legal Regulation of the Trade Union phenomenon
- 5.1.2. The Legal Recognition of Trade Unions in the Spanish Legal System

- 5.1.2.1. Background: Origins and Consolidation of Workers' Associations in Spain
- 5.1.2.2. Constitutional Recognition of Freedom of Association
- 5.1.2.3. Essential Content
- 5.1.2.4. Additional Content

**5.2. Greater Union Representativeness**

- 5.2.1. Electoral Hearing
- 5.2.2. Irradiation

**5.3. Protection of Freedom of Association**

- 5.3.1. Challenges to Union Bylaws
- 5.3.2. The Special Process for the Protection of Trade Union Rights
- 5.3.3. Constitutional Judicial Protection
- 5.3.4. Administrative Protection of Freedom of Association
- 5.3.5. International Protection of Freedom of Association

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

- 5.4.1. Legitimized Parties
- 5.4.2. Functions of Institutional Participation
- 5.4.3. Social Dialogue
- 5.4.4. Participation in Tripartite Bodies

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

- 5.5.1. Structure of Collective Negotiation
- 5.5.2. Statutory Collective Negotiation
- 5.5.3. Extra-Statutory Collective Bargaining and Other Types of Negotiation
- 5.5.4. Framework Agreements
- 5.5.5. Negotiated Internal Flexibility Mechanisms and Company Collective Bargaining Agreements

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

- 5.6.1. Company Union Sections and Union Delegates
- 5.6.2. Legal Regime: Scope and Legal Types
- 5.6.3. Functions and Competencies
- 5.6.4. Guarantees for Union Representatives in the Company
- 5.6.5. Union Representation in the Civil Service

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

- 5.7.1. Unitary Representation
- 5.7.2. Company Committee
- 5.7.3. Personnel Delegates
- 5.7.4. Inter-Center Committee
- 5.7.5. Procedure for the Election of Workers' Representatives

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

- 5.8.1. Guarantees of Workers' Representatives
- 5.8.2. Liability of Workers' Representatives: The Requirement of Confidentiality

**5.9. Other Legal Representations**

- 5.9.1. *Ad Hoc* Committees
- 5.9.2. Prevention Delegates and Health and Safety Committee
- 5.9.3. Representations on European Works Councils



**Module 6. Company Agreements and Conflict Resolution Measures**

<b>6.1. The Statutory Collective Agreement</b> 6.1.1. Concept and Nature of the Collective Agreement 6.1.2. Types of Collective Agreements 6.1.3. Scope of Application of Collective Agreements	<b>and the Negotiation Process</b> 6.2.1. Parties to the Collective Agreement, Authority and Parties Bound by the Agreement 6.2.2. Procedure for Drawing Up the Collective Agreement 6.2.3. Content and Limits of the Collective Agreement	<b>and its Temporary Application</b> 6.3.1. Duration of the Collective Agreement 6.3.2. Ultra Activity 6.3.3. Non-Application of Collective Agreements	6.4.1. The Concurrence of Collective Agreements 6.4.2. Adherence to and Extension of Collective Agreements
<b>6.2. The Statutory Collective Agreement</b> 6.5.1. Types of Corporate Agreements 6.5.2. Subsidiary Corporate Agreements 6.5.3. Modifying Corporate Agreements 6.5.4. Production Reorganization Corporate Agreements 6.5.5. Informal Corporate Agreements or Covenants 6.5.6. Corporate Agreements Procedure <b>6.6. Autonomous Dispute Resolution Procedures</b>	<b>6.3. The Statutory Collective Agreement</b> 6.6.1. Mediation 6.6.2. Reconciliation 6.6.3. Arbitration <b>6.7. The Procedural Modality of Collective Disputes or Global</b>	<b>6.4. Relationships between Agreements</b> <b>Framework Agreements and Collective Community Negotiation</b> 6.7.1. Parties Entitled to Bring the Action 6.7.2. Vicissitudes of this Special Modality 6.7.3. Effects of the Judgment <b>6.8. The Right to Strike: Ownership and Typology</b>	<b>6.5. Company Agreements</b> 6.8.1. Ownership of the Right to Strike 6.8.2. The Civil Servants' Strike 6.8.3. Strike Modalities <b>6.9. The Procedure to Carry Out the Strike</b>
6.9.1. Call for Strike 6.9.2. Administration of the Strike: Strike Committee 6.9.3. Termination of the Strike <b>6.10. Effects of the Strike and Limits to its Exercise</b> 6.10.1. Effects of the Strike	6.10.2. Security and Maintenance Services 6.10.3. Minimum Services		

**Module 7. Social Security Law**

**7.1. Risk Protection**

- 7.1.1. Social Risks
- 7.1.2. Risk Protection Techniques and their Evolution
- 7.1.3. Social Security as a Paradigmatic Example of the Welfare State's Welfare Benefit Activity
- 7.1.4. The Constitutional Configuration of the Social Security System

**7.2. System Structure and Composition**

- 7.2.1. The Two Levels of Protection
- 7.2.2. The Division by Regimes
- 7.2.3. The Scope of Application of the General Regime
- 7.2.4. The Consequences of an Incorrect Framing of the Market
- 7.2.5. The Effects of Double Framing

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

- 7.3.1. Employer Registration
- 7.3.2. Affiliation
- 7.3.3. Discharge
- 7.3.4. The Low
- 7.3.5. The Administrative and Criminal Consequences of Late Discharge or Lack of Discharge
- 7.3.6. The Special Agreement with Social Security

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

- 7.4.1. The Different Financing Systems
- 7.4.2. The Obligation to Contribute
- 7.4.3. The Administrative and Criminal Consequences of Non-Compliance with the Obligation to Contribute
- 7.4.4. Settlement of Quotas
- 7.4.5. Social Security Collection

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

- 7.5.1. The Causal Risks (Occupational Accidents and Occupational Diseases)
- 7.5.2. The Privileged Treatment of Occupational Risks
- 7.5.3. Types of Social Security Benefits
- 7.5.4. General Requirements for Access to the Protective Action (the Requirement of Registration and the Requirement of Deficiency).

**7.6. The Amount of Benefits**

- 7.6.1. The Dynamics of Benefits (Recognition, Payment and Termination)
- 7.6.2. Liability for Benefits
- 7.6.3. Benefit Guarantees

**7.7. Disability Protection**

- 7.7.1. The Effects of Disability in the Workplace
- 7.7.2. Temporary Disability Benefit
- 7.7.3. Compensation for Non-Disabling Permanent Injuries
- 7.7.4. Permanent Disability
- 7.7.5. Pension for Permanent Disability

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

- 7.8.1. The Allowance for Risks during Pregnancy or Breastfeeding
- 7.8.2. The Co-Responsibility Allowance for Infant Care
- 7.8.3. Birth and Custodial Care Benefits
- 7.8.4. The Allowance for the Care of Critically Ill Children

**7.9. Retirement Pension**

- 7.9.1. Ordinary Retirement
- 7.9.2. Early Retirement
- 7.9.3. Late Retirement
- 7.9.4. Cases of Compatibility between Work and Pension (Partial Retirement, Active Retirement and Flexible Retirement)

**7.10. Protection Against Job Loss**

- 7.10.1. Contributory Unemployment Benefits
- 7.10.2. Unemployment Benefits
- 7.10.3. Termination Benefits for Self-Employed Professionals

**Module 8. Occupational Risk Prevention: Obligations and Responsibilities**
**8.1. The Preventive Obligation**

- 8.1.1. General Content, Scope and Limits
- 8.1.2. Instrumental Obligations
- 8.1.3. Evaluation and Planning of Preventive Activities
- 8.1.4. Training and Information Obligations
- 8.1.5. Obligation to Provide Work Equipment and Means of Protection
- 8.1.6. Documentation Requirement
- 8.1.7. Obligations to Record and Notify Occupational Accidents and Occupational Illnesses
- 8.1.8. Serious and Imminent Risk

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

- 8.2.1. Subjects in Charge. Time of Materialization
- 8.2.2. The Voluntariness Principle and its Exceptions
- 8.2.3. The Results of Health Surveillance: Access to and Confidentiality of Information

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

- 8.3.1. Obligations in the Event of Concurrency of Activities
- 8.3.2. Contracts and Subcontracts
- 8.3.3. The Special Regulation of the Construction Sector

**Groups of Professionals**

- 8.4.1. Particularly Sensitive Workers, Pregnant and Breastfeeding Women, Temporary Workers and Temporary Agency Workers
- 8.4.2. Risk Prevention in Self-Employment

**8.4. Obligation to Protect Certain**
**8.5. The Obligation to Prevent Psychosocial Risks**

- 8.5.1. Types of Psychosocial Risks
- 8.5.2. Preventive Measures
- 8.5.3. Digital Disconnection as a Worker Health Protection Formula

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

- 8.6.1. *Mobbing*
- 8.6.2. Sexual Harassment and Harassment Based on Sex
- 8.6.3. Differences with Labor Disputes
- 8.6.4. Prevention Obligation and Preventive Measures

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

- 8.7.1. Principles of the Administration's Sanctioning Powers
- 8.7.2. Responsible Parties
- 8.7.3. Infringements and Penalties in Occupational Health and Safety Matters
- 8.7.4. The Administrative Sanctioning Procedure
- 8.7.5. The Infringement Report as a Precondition for the Initiation of the Sanctioning Proceeding

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

- 8.8.1. Specific and Generic Occupational Risk Prevention Offenses
- 8.8.2. Concurrent Offense Situations
- 8.8.3. Compatibility of Criminal Liability with Other Liabilities
- 8.8.4. Subjective Scope of Criminal Liability
- 8.8.5. The Legal Entity as a Criminally Liable Party
- 8.8.6. Criminal Liability of Directors, Executives and Employees

**8.9. Civil Liability**

- 8.9.1. Nature of Civil Liability Arising out of Occupational Accidents and/or Occupational Diseases
- 8.9.2. Employer's Liability for the Acts of its Employees
- 8.9.3. Responsibility for the Coordination of Activities: Decentralization of Production and Responsibility of Contractors and Subcontractors
- 8.9.4. Group Liability
- 8.9.5. Responsibilities of Manufacturers and Suppliers

**8.10. Social Security Liabilities**

- 8.10.1. The Benefits Surcharge and its Compatibility
- 8.10.2. Concept and Nature
- 8.10.3. Responsible Parties

**Module 9. The Labor Process: Declarative Tutelage (General Part and Procedural Modalities)**

**9.1. The Social Jurisdiction: Organs and Competencies**

- 9.1.1. Regulatory Sources of the Social Jurisdiction
- 9.1.2. Jurisdiction of the Social Jurisdiction
- 9.1.3. Out-of-Court Settlement
- 9.1.4. The Different Courts of the Social Jurisdiction, Functional and Territorial Jurisdiction

**9.2. The Proceeding Parties**

- 9.2.1. Concept, Capacity, Legitimacy
- 9.2.2. Proceedings with Plurality of Parties
- 9.2.3. Intervention of the Wage Guarantee Fund

**9.3. Process Avoidance**

- 9.3.1. Acts Prior to the Process
- 9.3.2. Reconciliation
- 9.3.3. Preliminary Claim

**9.4. Initiation of the Declaratory Judgment**

- 9.4.1. Preparatory Acts and Anticipation of Evidence
- 9.4.2. Preventive Measures and Preventive Attachment
- 9.4.3. The Lawsuit: Filing, Admission, and Correction of the Lawsuit
- 9.4.4. Accumulation of Actions and Proceedings
- 9.4.5. Payment Order Procedure

**9.5. The Oral Trial**

- 9.5.1. Concept of the Oral Trial and Pre-Trial Proceedings
- 9.5.2. Judicial Conciliation
- 9.5.3. Arguments of the Parties
- 9.5.4. Proposition and Evidence Gathering
- 9.5.5. Conclusions

**9.6. Dismissal Challenge**

- 9.6.1. Action Forfeiture
- 9.6.2. The Requisites of the Claim
- 9.6.3. The Sentence and the Qualification of the Dismissal
- 9.6.4. The Effects of the Declaration of Justifiable Dismissal
- 9.6.5. The Effects of the Declaration of Unfair Dismissal
- 9.6.6. The Effects of a Declaration of Invalid Dismissal

**9.7. Challenging Disciplinary Sanctions**

- 9.7.1. The Invalidity of the Sanction
- 9.7.2. Confirmation of the Sanction
- 9.7.3. Total Revocation of the Sanction
- 9.7.4. Partial Revocation of the Sanction
- 9.7.5. Non-Appealability of the Judgment and its Exceptions

**9.8. Termination of the Contract for Objective Causes**

- 9.8.1. The Process for Termination due to Objective Causes
- 9.8.2. Collective Dismissals for Economic, Organizational, Technical or Production Causes

**9.9. Procedural Modalities Related to the Development of the Employment Contract**

- 9.9.1. The Vacation Process
- 9.9.2. The Professional Classification Procedure
- 9.9.3. The Procedure for Geographic Modification, Substantial Modification of Working Hours and Reduction of Working Hours due to Economic, Technical, Organizational or Production Causes
- 9.9.4. The Process for Breastfeeding and Family Leave and Reduced Working Hours

**9.10. Social Security Processes**

- 9.10.1. Legitimized Parties
- 9.10.2. Preliminary Claim and Exhaustion of Preliminary Proceedings
- 9.10.3. Demand
- 9.10.4. Effects of the Judgment

**Module 10. The Labor Process: Means of Contestation and Enforcement Protection**

**10.1. Means of Challenge**

10.1.1. General Considerations

**10.2. Appeal for Reconsideration**

10.2.1. Resolutions Subject to Appeal  
10.2.2. Procedure  
10.2.3. Effects of the Rejection and Estimation of the Appeal for Reconsideration

**10.3. Appeal of Complaint**

10.3.1. Resolutions Subject to Appeal  
10.3.2. Procedure  
10.3.3. Effects of the Rejection and Estimation of the Complaint Appeal

**10.4. Appeals for Review**

10.4.1. General Considerations  
10.4.2. Resolutions Subject to Appeal  
10.4.3. Procedure  
10.4.4. Effects of the Dismissal and Upholding of the Appeal for Review

**10.5. Cassation Appeal**

10.5.1. General Considerations  
10.5.2. Resolutions Subject to Appeal  
10.5.3. Processing of the Appeal before the Social Division of the Supreme Court  
10.5.4. Effects of the Rejection and Estimation of the Appeal for Reconsideration

**10.6. The Appeal for the Unification of Doctrine**

10.6.1. General Considerations  
10.6.2. Resolutions Subject to Appeal  
10.6.3. Substantive Requirements of the Contradiction  
10.6.4. Processing of the Appeal

**10.7. General Considerations in Labor Enforcement**

10.7.1. Executive Titles  
10.7.2. The Competent Judicial Body  
10.7.3. Legal Standing in the Enforcement Process  
10.7.4. Execution Procedure

**10.8. Ordinary Executions**

10.8.1. General Considerations  
10.8.2. The Seizure of Goods: Concept, Phases and Incidences in the Seizure of Goods  
10.8.3. The Procedure for the Enforced Execution of Foreclosed Assets  
10.8.4. Payment to Creditors  
10.8.5. Corporate Insolvency

**10.9. Special Executions**

10.9.1. Execution of Dismissal Judgments  
10.9.2. Enforcement of Judgments against Public Entities  
10.9.3. Collective Executions

**10.10. Provisional Execution**

10.10.1. General Considerations  
10.10.2. Provisional Enforcement of Judgments for the Payment of Sums of Money  
10.10.3. Provisional Enforcement of Social Security Sentences  
10.10.4. Provisional Enforcement of Dismissal Judgments

07

# 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.



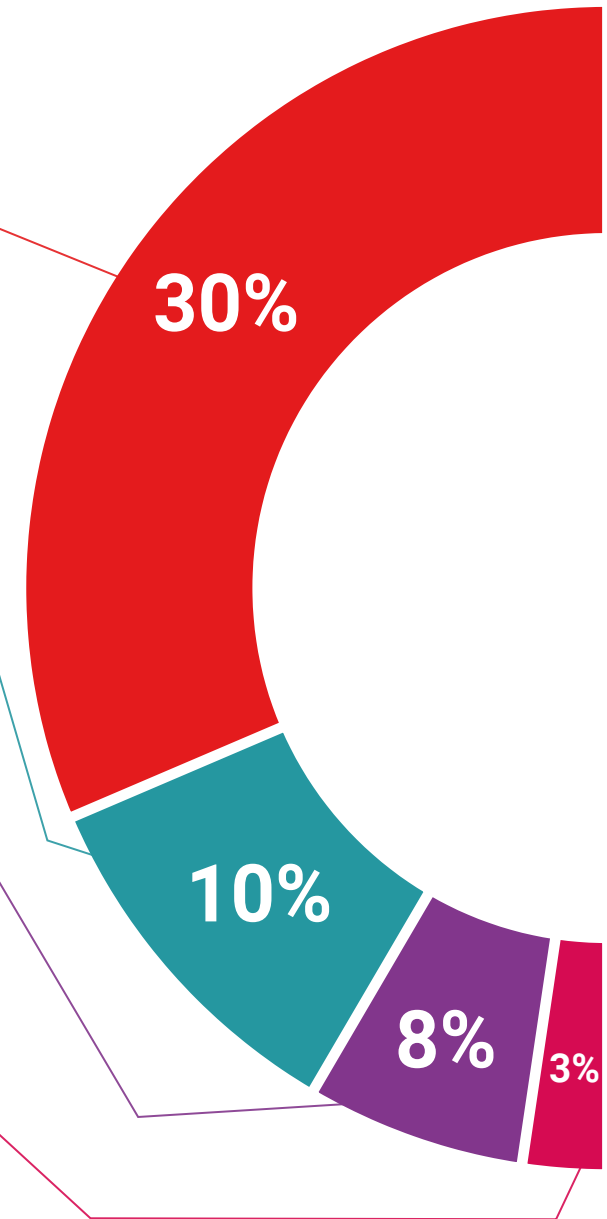
### Management Skills Exercises

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.



08

# Our Students' Profiles

The Executive Master's Degree 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.

This program is also open to professionals who, being university graduates in any field, have at least two years of work experience in the field of Labor Advisory.





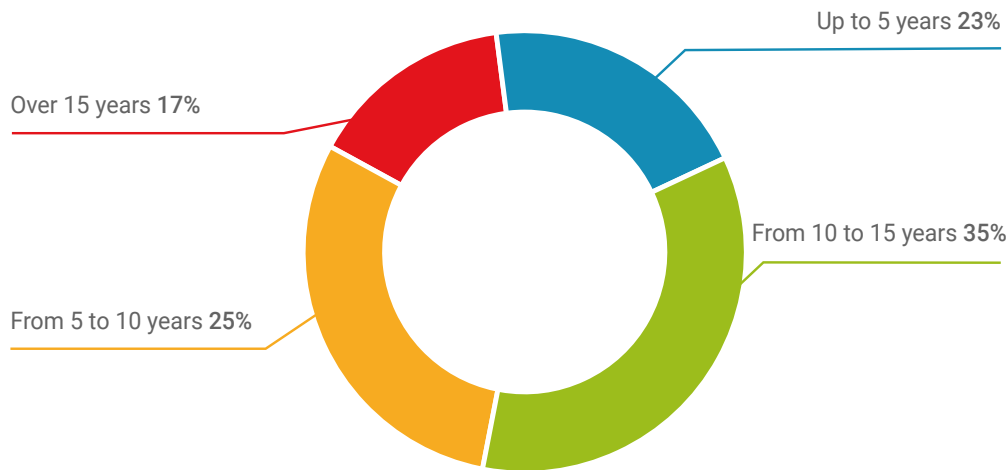
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*If you have experience in Labor Advisory and are looking for an interesting improvement in your career while continuing to work, this is the program for you”*

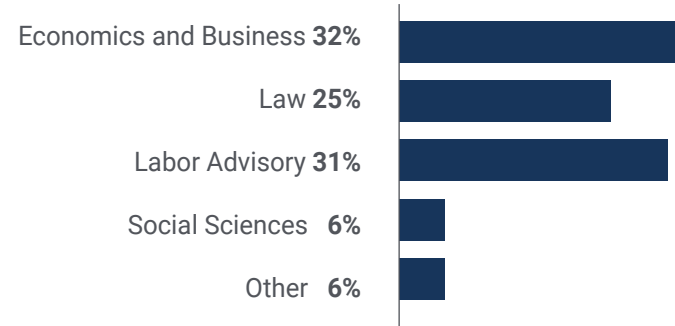
### Average Age

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

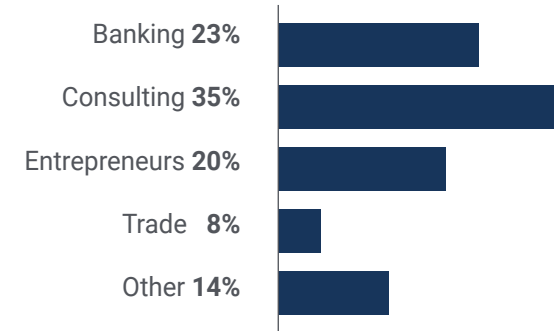
### Years of Experience



### Training



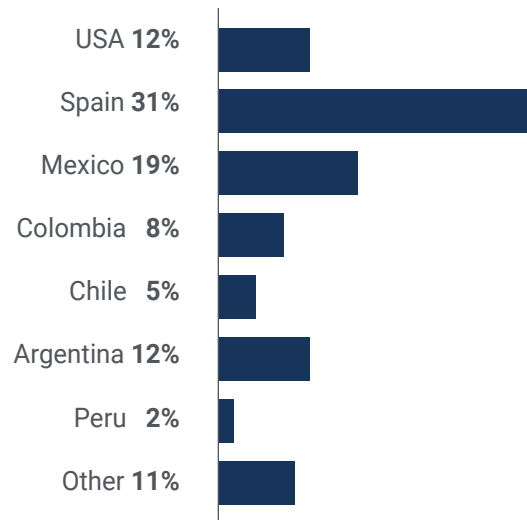
### Educational Profile





## 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"*

09

# Course Management

The program's teaching staff includes leading experts in labor advisory, who bring their years of work experience to this program. In addition, other specialists of recognized prestige in related areas participate in its design and elaboration, completing the Executive Master's Degree in an interdisciplinary way, making it, therefore, a unique and highly nourishing experience at academic level for the 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

### Mr. Ramos Moragues, Francisco

- ◆ European PhD in Labor and Center Social Security Law. University of Bologna
- ◆ Doctor in Labor and Center Social Security Law. University of Valencia
- ◆ Bachelor's Degree in Law - Center University of Valencia
- ◆ Postgraduate Diploma in Labor Relations. Faculty of Health Sciences, University of Valencia

### Ms. Aragón Gómez, Cristina

- ◆ Doctor in Law. Unanimous Cum Laude by the Faculty of Social and Legal Sciences of Carlos III University of Madrid III
- ◆ 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



**Ms. Nieto Rojas, Patricia**

- ♦ Doctor in Law. UC3M
- ♦ Bachelor's Degree in Labor Sciences Carlos III University of Madrid
- ♦ Postgraduate Diploma in Labor Relations. 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

**Ms. Moreno Solana, Amanda**

- ♦ 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
- ♦ Bachelor's Degree in Law. 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 Psychosociology
- ♦ Master's Degree in Private Law Carlos III University of Madrid
- ♦ Course on Pedagogical Adaptation. Complutense University of Madrid

**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

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# 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. That is why TECH makes all its efforts and tools available to students so they can acquire the necessary skills and abilities that will allow them to achieve this change.



“

*Generate a positive change in your career path: that is our challenge. And, for this reason, it is fully committed to helping you achieve it”*

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

TECH makes available to an intensive program that prepares them to face challenges and business decisions in the field of Labor Advisory. 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.

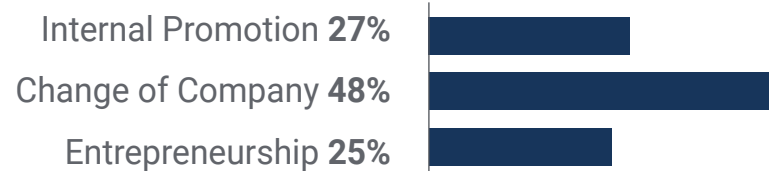
*improve in your daily work  
by completing this Executive  
Master's Degree.*

*We will help  
you to obtain a  
positive change  
in your profession.*

### 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



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# Benefits for Your Company

The Executive Master's Degree in Labor Advisory contributes to raising 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.





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*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**

You will introduce the company to new concepts, strategies, and perspectives that can bring about significant 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 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 area of your company.

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06

### **Increased competitiveness**

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

# 12 Certificate

This Executive Master's Degree in Labor Advisory guarantees students, in addition to the most rigorous and up-to-date education, access to a Executive Master's Degree diploma issued by TECH Global University.





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

This program will allow you to obtain your **Professional Master's Degree diploma in Labor Advisory** 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.

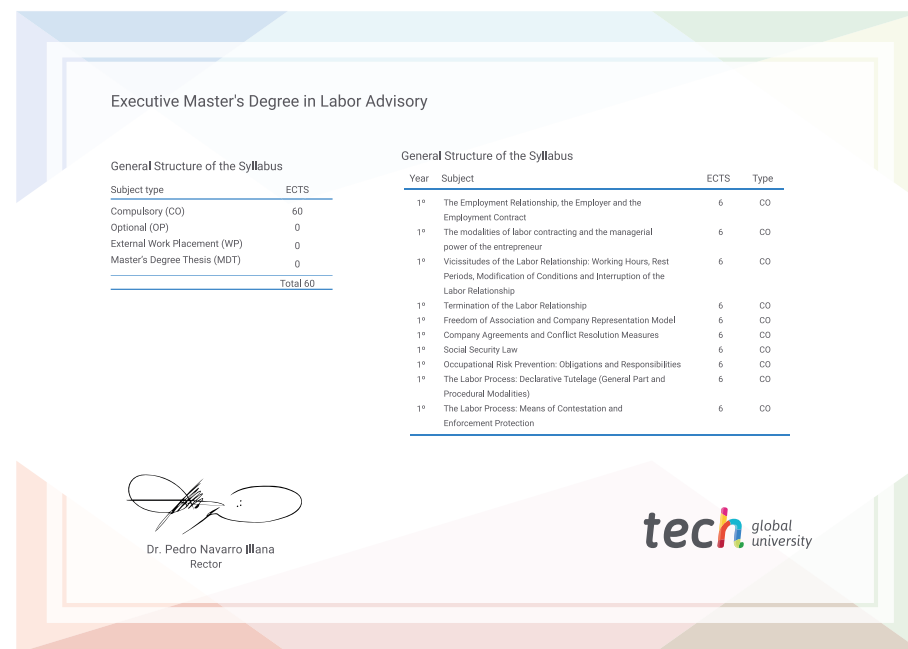
This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Professional Master's Degree in Labor Advisory**

Modality: **online**

Duration: **12 months**

Accreditation: **60 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.





## Executive Master's Degree Labor Advisory

- » Modality: **online**
- » Duration: **12 months**
- » Certificate: **TECH Global University**
- » Credits: **60 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

# Executive Master's Degree Labor Advisory

