

# Postgraduate Certificate Labor Compliance





## Postgraduate Certificate Labor Compliance

- » Modality: online
- » Duration: 6 weeks
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online
- » Target Group: University Graduates who have previously completed any of the degrees in the fields of Social and Legal Sciences, Administrative and Business Sciences.

Website: [www.techtute.com/us/school-of-business/postgraduate-certificate/labor-compliance](http://www.techtute.com/us/school-of-business/postgraduate-certificate/labor-compliance)

# Index

01

Welcome

---

*p. 4*

02

Why Study at TECH?

---

*p. 6*

03

Why Our Program?

---

*p. 10*

04

Objectives

---

*p. 14*

05

Structure and Content

---

*p. 18*

06

Methodology

---

*p. 24*

07

Our Students' Profiles

---

*p. 32*

08

Course Management

---

*p. 36*

09

Impact on Your Career

---

*p. 40*

10

Benefits for Your Company

---

*p. 44*

11

Certificate

---

*p. 48*

# 01

# Welcome

Nowadays, due to the complexity and rigor of labor regulations, it is crucial to have specialists who apply the concepts of Labor Compliance. Therefore, it is essential to have a Postgraduate Certificate to train professionals in this area, providing them with the necessary skills and this is precisely what TECH offers. Through the innovative Relearning methodology, this degree will be taught 100% online, allowing students to have greater control over their time. In this way, the approach is oriented to the practical application of knowledge in the day to day of the companies, giving tools for the design and implementation of policies and procedures in this area.



Postgraduate Certificate in Labor Compliance.  
TECH Technological University



“

*This is the best Postgraduate Certificate for those professionals who wish to grow in the world of Labor Compliance and the only one that will allow them to acquire specialized knowledge”*

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 center for intensive managerial skills education.



“

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

## At TECH Technological University



### Innovation

The university offers an online learning model that balances 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.

**+100000**

executives prepared 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 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

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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 the most rigorous and up-to-date case analyses in academia"*

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 education of the highest academic level”*

This program will provide you with a multitude of professional and personal advantages, among which we highlight the following:

**01**

### A Strong Boost to Your Career

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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 students achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of the company

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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 fields.

*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**

### You will 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 fields 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

### You will be part of an exclusive community

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

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

# 04 Objectives

Mitigating latent labor risks within a company has made Compliance a crucial tool in the fight against malpractice. With this in mind, TECH has created this Postgraduate Certificate with the objective of offering professionals an in-depth knowledge of this field, providing them with the necessary resources to carry out an effective identification and classification of legal risks, in order to promote a rigorous business activity. Consolidate your leadership.



“

*Achieving success within this field requires building an analytical and anticipatory view of the dangers within a work environment Do you accept the challenge?"*

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

The **Postgraduate Certificate in Laboral Lawsuits Compliance** will enable the student to:

01

Develop specialized knowledge of the compliance activity

02

Apply the knowledge acquired in the context of the company, relating it to the multidisciplinary areas required for its definition and study

03

Identify the aspects to be considered when designing a Compliance program in this area







04

Addressing the regulatory compliance function in the workplace

05

Develop best practices applicable to labor matters

06

Apply the knowledge acquired in the context of the company in the task of establishing adequate communication channels that promote transparency in corporate actions

05

# Structure and Content

The TECH teaching team has designed the syllabus of this Postgraduate Certificate following rigorous standards of quality and innovation. As a result, 150 hours of theoretical, practical and additional content focused on Labor Compliance and its areas of action in the current regulatory context. In addition, the Postgraduate Certificate is offered in a 100% online format, which allows students to access it from any device with an Internet connection, providing time flexibility and reducing the need for attendance.



“

*Do you want to stand out in one of the largest markets today? Don't wait any longer and start this Postgraduate Certificate"*

## Syllabus

The Postgraduate Certificate in Labor Compliance is an intensive program that prepares participants to face challenges and make business decisions in the area of creating rules that mitigate risks in the workplace. Through 150 hours of training, they will analyze numerous case studies that will allow students to strengthen their problem-solving skills.

This will be achieved through an academic itinerary that contains the most elementary concepts on the general framework of Labor Compliance. Aspects related to the creation of strategies and campaigns to address the elements related to gender equality within the company will also be provided.

In addition, students will obtain a broader knowledge about the planning of regulations that allow regulating dangerous factors within the work environment, with the aim of making it a pleasant working environment.

In this way, students will be prepared to achieve excellence in occupational risk management. With an innovative approach based on the latest trends and supported by the best educational methodology and an outstanding faculty, you will acquire competencies to solve critical situations in a creative and efficient way.

This Postgraduate Certificate is developed over 6 weeks and is divided into 1 module:

### Module 1

### Labor Compliance



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

TECH offers students the opportunity to take this Postgraduate Certificate in Laboral Compliance entirely online. Throughout the 6 weeks of the program, the students will be able to access all the contents of this program at any time, which will allow the students to distribute their study time.

*You will learn from experienced teachers, access innovative multimedia resources and develop skills that will open doors for you in the labor market"*

**Module 1. Labor Compliance**

**1.1. Labor Compliance. General Framework**

- 1.1.1. Labor Compliance
- 1.1.2. Regulatory sources
- 1.1.3. Human resources or Compliance

**1.2. Labor Compliance Program**

- 1.2.1. Program Objectives
- 1.2.2. Differences with labor auditing and legal advice
- 1.2.3. Compliance planning
- 1.2.4. Compliance implementation process

**1.3. Gender Equality Plans**

- 1.3.1. Regulation Equality Plans
- 1.3.2. Elements of the equality plan
- 1.3.3. Design and implementation of the equality plan

**1.4. Compliance with compensation records. Wage Gap**

- 1.4.1. Compliance with compensation records
- 1.4.2. Compliance plan design
- 1.4.3. Implementation of the compliance plan

**1.5. Gift and meal management compliance**

- 1.5.1. Importance of control: conflicts of interest, prevention of bribery and corruption
- 1.5.2. Design of gift and meal management policies and their implementation
- 1.5.3. First and second line of defense of operational controls

**1.6. Internal code of conduct and compliance**

- 1.6.1. Infractions and sanctions system
- 1.6.2. Workers' Statute
- 1.6.3. Compliance Training

**1.7. Crime prevention in the workplace**

- 1.7.1. Mapping and implementation
- 1.7.2. Scenarios
- 1.7.3. Preventive Measures

**1.8. Reporting channels and protection protocols against harassment and discrimination**

- 1.8.1. Problem of the responsibility of the whistleblower channel: Compliance vs. Human Resources
- 1.8.2. protection protocols against harassment and discrimination
- 1.8.3. Preventive and detective controls. Measures to be implemented

**1.9. Processing of personal data in the workplace: the case of video-surveillance and time control**

- 1.9.1. Ethics in the Technological World
- 1.9.2. Labor controls in the technological world AEPD Guidelines
- 1.9.3. Implementation of the obligation of time and attendance control

**1.10. Law to the Digital Disconnecting**

- 1.10.1. The right to digital disconnection Origin
- 1.10.2. Disconnection as a digital right of individuals
- 1.10.3. Implementation measures and case law



# 06

# Methodology

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

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







“

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

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

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

“

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



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



## A learning method that is different and innovative

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

“

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

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

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

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

## Relearning Methodology

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

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

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

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

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



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

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

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

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

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



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



### Study Material

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

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



### Classes

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

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



### Management Skills Exercises

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



### Additional Reading

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





### Case Studies

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



### Interactive Summaries

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

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



### Testing & Retesting

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



07

# Our Students' Profiles

The Postgraduate Certificate is aimed at university graduates who have previously completed any of the following degrees in the fields of Social and Legal Sciences, Administration and Economics.

The diversity of participants with different academic profiles and from multiple nationalities makes up the multidisciplinary approach of this program.

The Postgraduate Certificate is also open to professionals who, being university graduates in any area, have two years of work experience in the field of *Corporate Compliance*.







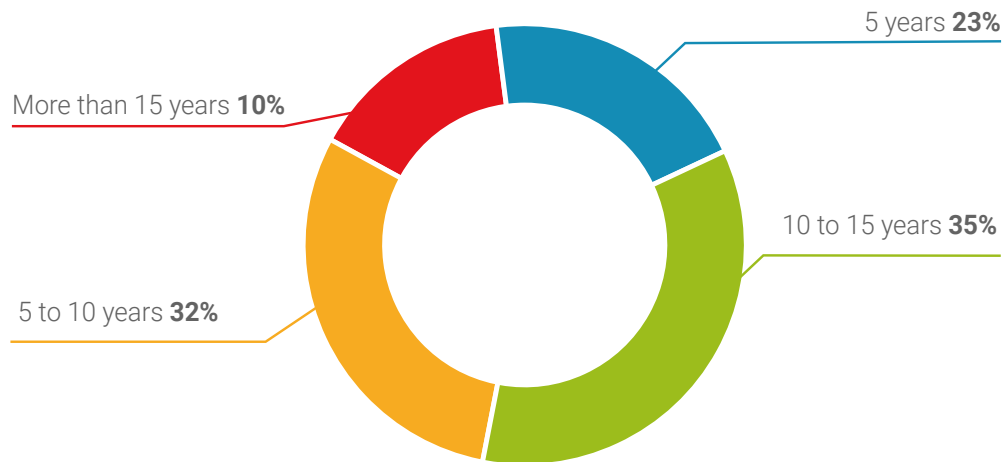
“

*A Postgraduate Certificate in Labor Compliance that will provide you with the training you need to excel in this high-demand field"*

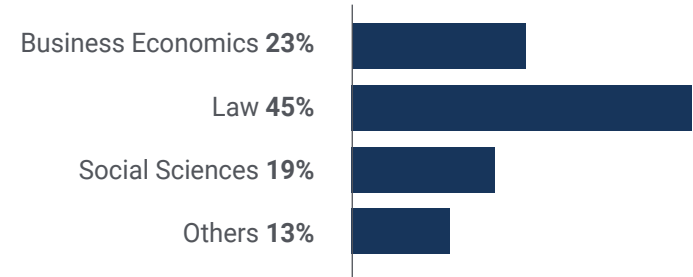
### Average Age

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

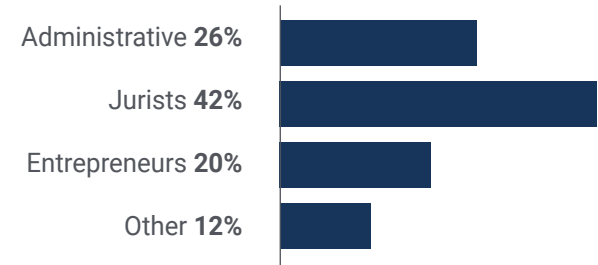
### Years of Experience



### Training

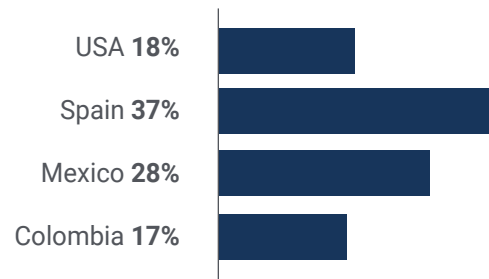


### Educational Profile



## Geographical Distribution

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## Isabella García Montes

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Compliance Manager

*"I have successfully completed the Postgraduate Certificate in Labor Compliance and now feel confident in my ability to manage and enforce labor regulations in the business environment. It has been a valuable educational experience that has enhanced my professional skills and broadened my knowledge in this field."*

08

# Course Management

TECH carefully selected the best experts in Labor Compliance, with the objective of guaranteeing a quality education. Thanks to their experience and knowledge, students will be provided with first class learning to make the most of this academic experience. In addition, the faculty has developed exclusively for this program a wide range of resources based on their own professional backgrounds, which will help students to make the most of this academic experience.





*Learn the best strategies, techniques and skills to ensure regulatory compliance in the workplace from the best specialists in the field"*

## Management



### Dr. Muñoz Pérez, Ana Felicitas

- ♦ Lawyer in TDP Methods
- ♦ Lawyer in Methods and Business Organizers
- ♦ Lawyer at Lupicinio International Law Firm
- ♦ Lecturer at the URJC
- ♦ PhD in Commercial Law from the Complutense University of Madrid.
- ♦ Law Graduate from the Universidad Complutense de Madrid
- ♦ Master's Degree in Legal Consultancy
- ♦ Master in Competition Law

## Professors

### Mr. Salcines Gasquet, Sergio

- ♦ Manager of the financial sector at Arthur Andersen
- ♦ Founder of Informa Consulting
- ♦ Judicial Expert in Compliance at the High Court of Justice of the Basque Country
- ♦ Professor at the Commercial University of Deusto
- ♦ Graduate in Economics and Business Administration from the Commercial University of Deusto
- ♦ Master in Advanced Management (MEGA), Universidad Comercial de Deusto



09

# Impact on Your Career

With this degree you will obtain a broad overview of the importance of Labor Compliance, which will allow you to give a boost to your profession and begin to climb the ladder in your field of work. In addition, you will gain access to opportunities that will bring great growth to your profile.







“

*If your goal is to achieve excellence  
in the world of Compliance, this is the  
perfect opportunity for you to do so”*

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

TECH's Postgraduate Certificate in Labor Compliance is an intensive program that prepares you to face challenges and business decisions in the field of Corporate Compliance. Its main objective is to promote your personal and professional growth. Helping you achieve success.

If you want to improve yourself, make a positive change at a professional level and interact with the best, this is the place for you".

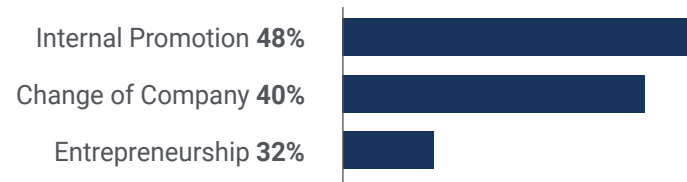
*TECH guarantees you a quality education and access to the latest content in Labor Compliance"*

*This is the best Postgraduate Certificate to grow as a professional and increase your economic expectations.*

### Time of Change



### Type of change



### Salary increase

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The completion of this program represents a salary increase of more than **27.32%** for our students.



10

# Benefits for Your Company

The Postgraduate Certificate in Labor Compliance is an excellent alternative that will allow companies to have better advice on regulations and strategies to be implemented within the work areas in order to mitigate the most latent risks in these spaces. In addition, you will be able to apply in your own company all the knowledge you acquire from this program.



“

*Climb within a great sector and be the best Labor Compliance expert that any company needs to have"*

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

01

### Growth of talent and intellectual capital

The professional will introduce the company to 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 professional and opens new avenues for professional growth within the company.

03

### Building agents of change

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

---

04

### Increased international expansion possibilities

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



05

### Project Development

The professional can work on a real project or develop new projects in the field of R & D or business development of your company.

---

06

### Increased competitiveness

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

# 11 Certificate

The Postgraduate Certificate in Labor Compliance guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Technological University.







“

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

This **Postgraduate Certificate in Labor Compliance** contains the most complete and up-to-date program on the market.

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

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

Title: **Postgraduate Certificate in Labor Compliance**

Official N° of Hours: **150 h.**



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



## Postgraduate Certificate Labor Compliance

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

# Postgraduate Certificate Labor Compliance

