

22-23

DEGREE



MÁSTER INTERUNIVERSITARIO EN SOSTENIBILIDAD Y RSC (UNED-UJI)

CODE 250101

UNED

22-23

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INTRODUCTION

One of the best known definitions of sustainable development is the one formulated by the Brundtland Commission (Report of the World Commission on Environment and Development) in 1987, which states that: "It is development that meets the needs of people today without compromising the ability of future generations to meet their own needs". Over the last few years, the concept of sustainability has been gaining more and more importance and support among the majority of today's society, which is now, more than ever, convinced of the need to change our way of acting in favor of a fairer and more caring world. The UN 2030 Agenda for Sustainable Development is a challenge to transform the world and recognizes the existence of poverty, in all its forms, as the greatest challenge facing humanity.

The business world, civil organizations and public authorities are committed to achieving sustainable development in their spheres of action. Sustainability being the goal to be achieved by all, the most effective and important instrument for this is the socially responsible and ethical behavior of any organization, institution and individual. In this way, the transversal integration of the economic, social, environmental, labor and human rights dimensions in the policies and management systems of companies and other public and private organizations, in a global context, becomes the main lever to achieve the change in the current model of society that we desire.

Over the years we have seen how CSR has evolved from a voluntarist approach, in which companies use it to improve their reputation and competitiveness, to a much more regulatory approach with the intervention of the public authorities. The field where this is most evident is that of corporate transparency. In Europe, as a result of the Commission's Non-Financial Reporting Directive 2014/95 (NFRD) (European Commission, 2014), some 11,700 companies are required to incorporate in their management report information on environmental and social policies, risks and performance, as well as information concerning their employees, respect for human rights, the fight against corruption and bribery, and diversity in the composition of the board of directors. The number of companies will be expanded if the current draft of the proposed new NFRD is finally approved, which envisages reducing the requirements for companies to comply with the obligations to provide non-financial information.

In addition, there is a growing financial regulation stemming from the European Commission's sustainable finance plan (EC, 2018) that aims to improve the assessment of climate and social risks and will oblige European financial institutions to analyze their investment and credit portfolios according to these risks, which will undoubtedly put pressure on non-financial companies to increase the quality of their performance information and accelerate the interest of companies and their boards of directors in sustainability and the company's impacts on society.

Multinational companies are already integrating governance, social and environmental considerations and have qualified professionals and departments to design and develop their strategies. But SMEs are also becoming increasingly aware that value generation and long-term sustainability involve managing ESG aspects that have an impact on financial results

and will be increasingly demanded by their customers (companies or end consumers), financiers and regulators. Likewise, interest in this subject is growing among non-governmental and public organizations, which see how the Welfare State and social development require greater commitment and better behavior from the private sector and exercise greater social control together with other representatives of civil society and the public promotion of CSR and sustainable development.

The academic world is also aware that it cannot and should not be left out of this process of promoting CSR, and therefore sustainability. In the European Commission's 2006 Communication Implementing the partnership for growth and jobs: making Europe a pole of excellence on corporate social responsibility on CSR, the Commission highlights the need to promote multidisciplinary research into CSR and the relationship between CSR, competitiveness and sustainable development.

The interuniversity master's degree in Sustainability and CSR of the Faculty of Economics and Business Administration of the UNED is an official interuniversity master's degree that is taught jointly by the UNED and the Universitat Jaume I (UJI). Its faculty is mainly from both universities, although it also has academic experts and professionals from other institutions. It has 15 years of experience and almost 700 graduates. It responds to the purposes of both universities (UNED and UJI) to play a relevant role in the development of a knowledge-based society, the promotion of progress and the improvement of the quality of life in general, as it broadens and deepens the knowledge that its students will have in social, economic, environmental, ethical, human rights and sustainable development issues, which are the fundamental basis for achieving these objectives.

It is structured under the European credit system (ECTS) and offers students the possibility of designing their own curricular itinerary, choosing among the modules offered those that best correspond to their academic and professional concerns and expectations. Likewise, the evaluation systems, together with the profile and extensive teaching and research experience of the teaching staff, will be a guarantee for the quality of the Master's Degree.

To pass the 60 credits of the master's degree, students must pass the two compulsory core subjects (Introduction to Sustainability and CSR (5 ECTS) and Dimensions of CSR (15 ECTS)); and another two optional subjects of 15 ECTS each, to be chosen from a range of six subjects, including Sustainable Finance. To this must be added the Master's thesis, which is equivalent to 10 ECTS. In addition, for students who do not have a degree in economics, business, tourism, or similar subjects, or who do not have knowledge of accounting, finance, taxation, economics or business administration, it is mandatory to take the additional 15 ECTS of the complementary training course. The master's degree passed its second renewal of accreditation by ANECA on January 26, 2019.

This postgraduate program is adapted to the requirements of higher education within the framework of the Bologna Process, under the vision of a common and harmonized European Higher Education Area at European level. From this perspective, the Master seeks to promote and encourage quality in teaching, autonomous learning and lifelong learning, the employability of graduates, as well as the flexibility of studies. Likewise, the virtual mode of

delivery of the Master aims to facilitate access to this Master to the largest number of students residing both in Spain and abroad, clearly betting on the international dimension of European education.

The educational model of the UNED is an educational model based on modern learning theories that consider that the direct teacher-student relationship is not essential, since it is possible to learn individually certain scientific content, provided that appropriate materials and technological resources are used and mechanisms of interaction between teacher and students that allow the control of the course and, ultimately, the evaluation of knowledge.

The professor will promote in the student a growing autonomy in the acquisition of new knowledge and the development of reflection capacities, as well as the use of specialized instruments and languages, the use of documentation and mastery of the scientific and professional field of each of the specialties. In short, it will try to advise and motivate the student so that he/she can acquire contents, master study techniques and acquire the critical capacity that working life will require in the future.

Main characteristics of distance learning

- Teacher-student separation: Fundamentally deferred in space and time.
- Use of technical means: Printed and multimedia material
- Tutorial support organization: Individual learning, but with institutional support. Face-to-face meetings in the form of group tutorials.
- Independent and flexible learning: Empowers the student to learn how to learn, building autonomy in terms of time, style, pace, and method of learning.
- Two-way communication: The student can intervene by proposing various questions to the teachers to clarify foreseeable doubts or expand their knowledge, as well as make suggestions regarding the design of the course, the structure of the materials or the development of the learning process itself.

OBJECTIVES AND COMPETENCES

The general objective of the Master in Sustainability and Corporate Social Responsibility is to analyze and deepen the concept and multiple dimensions of Sustainability and Corporate Social Responsibility (CSR), with emphasis on knowing in detail the existing management and evaluation tools, policies and strategies, comprehensive and transversal, existing for organizations that implement environmental, social and governance (ESG) aspects in their strategic and operational management, as well as the mechanisms of dialogue and interaction with the main stakeholders or interest groups.

The Master is oriented to the acquisition of competencies through the autonomous activity of the student, who must work reflectively and critically, individually and in groups.

The general objectives of the Master are:

- To deepen the concept of sustainability and CSR.
- To provide detailed knowledge of the instruments for the management and implementation of sustainability and CSR.
- To train professionals capable of applying sustainability criteria in an ethical and responsible

manner in all types of organizations.

- To provide solid knowledge that will allow access to research tasks.

The student will develop the following competences:

A) BASIC

- To possess and understand knowledge that provides a basis or opportunity to be original in the development and/or application of ideas, often in a research context.
- That students know how to apply acquired knowledge and problem-solving skills in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their area of study.
- That students are able to integrate knowledge and face the complexity of making judgments based on information that, being incomplete or limited, includes reflections on the social and ethical responsibilities linked to the application of their knowledge and judgments.
- That students know how to communicate their conclusions and the ultimate knowledge and reasons that support them to specialized and non-specialized audiences in a clear and unambiguous manner.
- That students possess learning skills that will enable them to continue studying in a way that will be largely self-directed or autonomous.
- Identify the different stakeholders of the organizations.

B) GENERAL

- To provide knowledge that will serve as a basis for the development and application in practice of strategies, policies, management systems and tools related to sustainability and corporate social responsibility.
- To develop the ability to analyze and reflect critically, as well as to evaluate and propose solutions, about possible ethical, economic and social dilemmas.
- To solve problems in new and dynamic environments, as well as in multidisciplinary contexts related to aspects of CSR and sustainable development.
- To develop students' ability to deal with complex issues and scenarios, as well as to integrate knowledge and have a cross-cutting vision of the different dimensions encompassed in the concept of CSR and sustainability.
- To develop and refine learning skills that will enable students to continue learning throughout their lives in an autonomous manner.
- To develop students' ability to communicate clearly and unambiguously with both expert and non-expert audiences.

C) SPECIFIC

- To understand and reflect on the role of Corporate Social Responsibility within the socio-economic and business landscape, in a national and global context.
- Analyze and reflect on the main economic aspects of a company or other organization, public or private, integrating ethical, social, environmental and sustainability criteria in their analysis.
- Understand, identify and anticipate possible risks and points of friction between the economic-financial dimension and social, environmental and sustainability considerations within organizations; propose alternatives as possible solutions to the problem and make decisions autonomously within a context of uncertainty.

- Design and develop CSR policies and management systems in accordance with the business model and characteristics of each company or organization.
- Implement CSR policies in all areas and business units, in a cross-cutting manner, integrating the economic, social and environmental dimensions within the corporate management system, as well as evaluating the results of ethical and sustainable practices.
- Be able to clearly communicate their knowledge and actions in Sustainability and CSR to specialized and non-specialized audiences, using different formats and communication tools.
- Carry out projects and research tasks in the field of CSR and Sustainability.

CAREER OPPORTUNITIES

The Master's Degree aims to train professionals capable of applying in practice the approach of ethics, sustainability and social and environmental responsibility in existing business and company models, as well as in other public and private organizations, such as non-profit entities or public administration bodies.

The purpose of the Master's Degree in Sustainability and CSR is to provide the tools and knowledge necessary to:

1. implement sustainability and CSR management systems in their organizations in a cross-cutting manner, integrating within the corporate management system the economic dimension with the social and environmental ones.
2. Provide the necessary training to those responsible for CSR and sustainability in other organizations.
3. Design and develop CSR and sustainability management policies and systems in accordance with the business and characteristics of each organization.
4. To perform advisory and consulting tasks in the area of CSR and sustainability.
5. To develop research work in the area of sustainability and CSR.
6. Access to doctoral programs and the completion of a doctoral thesis.

Although the master's degree provides access to the doctoral program, its design, orientation and profile is fundamentally professional. The vast majority of its students work and in many cases have responsibilities on issues related to the subjects of the master's degree and on which they need to deepen their knowledge. In most cases, they choose to do the master's degree in 2 years or more in order to be able to combine it with their work.

ACCESS PREREQUISITES

Students who do not have a degree/diploma in Business Administration and Management, Business Administration and/or Economics, or who cannot justify solid knowledge in these subjects, must take the Complementary Training Module.

Knowledge of English is required to be able to understand a scientific or professional text, since part of the bibliography may be offered in that language.

Pre-registration and admission deadlines for new students will be from the end of May until the beginning of July 2022.

For second-year students, pre-enrollment will open in September.

At the time of pre-enrollment, students must send, along with the documents indicated, a letter of motivation about their interest in pursuing this Master's, arguing about the reasons that lead them to this choice.

Students with foreign degrees, without homologation or declared equivalent, who wish to access the official university teachings of Master and/or Doctorate in the UNED, regardless of the educational system to which their degree belongs, must carry out the following procedures:

1º) Request to the Rector of the UNED, between mid-March and mid-May 2022, the verification of the level of training of their foreign degree for the authorization of access to official Master's and/or Doctorate studies.

2º) Even if you are pending to obtain the Authorization, it is necessary to make the pre-enrollment, or admission application, which will be carried out exclusively by the Internet within the deadlines established for this purpose. In any case, carry out this procedure even if you have not received a reply in the previous one.

3º) Once admitted to the Master's and/or Doctoral program, students must register online within the deadlines established for this purpose.

Enrollment for new students will open in July and for old students in September after pre-enrollment in the second year. Enrollment will close at the end of October 2022.

More information at

http://portal.uned.es/portal/page?_pageid=93,49625325,93_49627317&_dad=portal&_schema=PORTAL

See information on public prices for the previous academic year at:

http://portal.uned.es/portal/page?_pageid=93,41108655,93_41110655&_dad=portal&_schema=PORTAL

ADMISSION CRITERIA

Admission systems and merit evaluation criteria:

a) Students NEW to the Master's Degree.

The regular pre-enrollment period is from May 19 to July 5, 2022.

b) OLD students in the Master (students previously enrolled in the same Master, who wish to continue it):

Deadline will be from September 10 to September 30, 2022.

The Validation Commission that will evaluate the dossiers is formed by:

President: Marta de la Cuesta González (Coordinator of the Master).

Secretary: Cristina Ruza Paz-Curbera (Master's Secretary)

Member: María Isabel García Izquierdo (representative of the Postgraduate Department).

This Committee will evaluate the academic record, training and previous experience in sustainability and CSR. If deemed necessary, it may request an interview with the interested party. The committee will resolve the applications of new students before July 24, 2022 and of old students before September 30.

For students coming with foreign degrees there are specific admission requirements.

The authorization to access with foreign studies for the academic year 2022/2023, must be requested from March 11 to May 12, 2022.

ATTENTION: THIS ACADEMIC YEAR THERE IS NO DEADLINE FOR MODIFICATION OR CANCELLATION OF ENROLLMENT, SO ONCE THE ENROLLMENT HAS BEEN VALIDATED BY THE STUDENT, NO CHANGES OR CANCELLATIONS

NUMBER OF NEW STUDENTS

This Master's Degree has a limit of 100 new students admitted.

Due to excess demand, pre-enrollment will be closed when double the number of places offered has been received. In this case, the closing of the pre-enrollment period established by the University for this type of studies would be brought forward.

The UNED has a Center for Attention to University Students with Disabilities.

CURRICULUM

The approach of the Master is both theoretical and practical, as it includes numerous examples, solved activities and cases that will help the student to understand, elaborate and assimilate the theoretical concepts and to develop the necessary competencies, skills and attitudes.

It is structured by modules in such a way that within each module the different subjects that are related to each other are included distributed in two semesters:

FIRST SEMESTER

Complementary training 15 ECTS Complementary training
 Introduction to Sustainability and CSR 5 ECTS Compulsory
 Relations with society 15 ECTS Elective
 Information and communication 15 ECTS Elective
 Environment 15 Optional ECTS

ANUAL

Dimensions of CSR 15 Compulsory yearly

SECOND SEMESTER

Sustainable finance 15 ECTS Elective
 CSR management 15 ECTS Elective
 Human rights and sustainable people management. 15 ECTS Elective
 Final Master's thesis 10 ECTS Compulsory

In order to obtain the 60 credits required to obtain the Master's Degree in Sustainability and CSR, it is necessary to take the three compulsory subjects (Introduction to Sustainability and CSR and Dimensions of CSR (5 ECTS+ 15 ECTS= 20ECTS) and TFM (10 ECTS)) and two of the optional subjects offered (30 ECTS).

A) The teaching of the first semester will take place approximately between November 1, 2022 and February 14, 2023. Students will have to register for the following 2 modules and the subject Dimensions of CSR in the first academic year in which they register for the Master's Degree:

A.1. The Complementary Training Module is offered as a formative complement, and is mandatory for students who do not come from ADE or Economics, or cannot accredit this knowledge. In the event of having to take it, the number of credits required to obtain the Master's degree is 75.

A.2. The Introduction to Sustainability and CSR module is compulsory in the first semester of the first academic year in which they enroll for all students of the Master's Degree.

A.3. The subject Dimensions of CSR is an annual course and is also compulsory for all students of the Master's Degree in the first academic year in which they enroll.

B) The teaching of the second semester will take place approximately between mid-February 2023 and June 15, 2023.

Given its special characteristics, the Master's Final Project Module begins with the selection of the topic in November 2022. The defense of this Work will be public before an Evaluation Commission being necessary to have passed, at least, 50 credits (Introduction to Sustainability, Dimensions of CSR and two electives).

Recommendation:

In the event that they have to take the Complementary Training training complement, it is advisable to complete the Master's Degree in two academic years.

RULES

- RD 1393/2007, de 29 de octubre, por el que se establece la ordenación de las enseñanzas universitarias oficiales
- RD 861/2010, de 2 de julio, por el que se modifica el Real Decreto 1393/2007, de 29 de octubre, por el que se establece la ordenación de las enseñanzas universitarias oficiales
- RD 43/2015, de 2 de febrero, por el que se modifica el Real Decreto 1393/2007, de 29 de octubre, por el que se establece la ordenación de las enseñanzas universitarias oficiales, y el Real Decreto 99/2011, de 28 de enero, por el que se regulan las enseñanzas oficiales de doctorado.
- Actualización de los procedimientos de organización y gestión académica de los Másteres Universitarios oficiales y Doctorado de la UNED, para su adaptación en lo dispuesto en el RD. 1393/2007.
- Normas y criterios generales de reconocimiento y transferencia de créditos para los másteres.
- Normas de permanencia en estudios conducentes a títulos oficiales de la Universidad Nacional de Educación A Distancia.
- Regulación de los trabajos de fin de master en las enseñanzas conducente al título oficial de master de la UNED.

PRACTICES

No existen prácticas curriculares asociadas a este posgrado.

No obstante, se reciben con cierta asiduidad solicitudes para hacer prácticas en empresas u otro tipo de organizaciones, que trasladamos a los estudiantes.

OFFICIAL DOCUMENTATION

De acuerdo con la legislación vigente, todas las Universidades han de someter sus títulos oficiales a un proceso de verificación, seguimiento y acreditación.

En el caso de la UNED, el Consejo de Universidades recibe la memoria del título y la remite a la ANECA para su evaluación y emisión del Informe de verificación. Si el informe es favorable, el Consejo de Universidades dicta la Resolución de verificación, y el Ministerio de Educación eleva al Gobierno la propuesta de carácter oficial del título, ordena su inclusión en el Registro de Universidades, Centros y Títulos (RUCT) y su posterior publicación en el Boletín Oficial del Estado.

Los títulos oficiales de máster han de renovar su acreditación antes de los seis años, desde la fecha de inicio de impartición del título o de renovación de la acreditación anterior, con el objetivo de comprobar si los resultados obtenidos son adecuados para garantizar la continuidad de su impartición. Si son adecuados, el Consejo de Universidades emite una Resolución de la acreditación del título.

Estas resoluciones e informes quedan recogidos en el Registro de Universidades, Centros y Títulos (RUCT).

VERIFICACIÓN / MODIFICACIÓN

- Memoria del Título
- Informe de Verificación de la ANECA
- Resolución de verificación del CU
- Informe/s de modificación del Plan de Estudios
- Inscripción del Título en el Registro de Universidades, Centros y Títulos
- Publicación del Plan de Estudios en el BOE

SEGUIMIENTO

- Informe de seguimiento del título 2012

ACREDITACIÓN

- Informe de renovación de la acreditación 2015
- Informe de renovación de la acreditación 2019
- Resolución de Acreditación del CU 2015
- Resolución de Acreditación del CU 2019

INTERNAL QUALITY ASSURANCE SYSTEM FOR THE TITLE

La UNED dispone de un Sistema de Garantía Interna de Calidad (SGIC-U) que alcanza a todos sus títulos oficiales de grado, máster y doctorado, así como a los servicios que ofrece, cuyo diseño fue certificado por la ANECA.

El SGIC-U contempla todos los procesos necesarios para asegurar la calidad de su profesorado, de los recursos y de los servicios destinados a los estudiantes: el acceso, la admisión y la acogida, las prácticas externas, los programas de movilidad, la orientación académica e inserción laboral, el seguimiento y evaluación de los resultados de la formación, la atención de las sugerencias y reclamaciones y la adecuación del personal de apoyo, entre otros.

Los responsables del SGIC son:

- La Comisión Coordinadora del Título
- La Comisión de Garantía de Calidad del Centro
- El Equipo Decanal o de Dirección
- La Comisión de Garantía de Calidad de la UNED

A través del Portal estadístico, la UNED aporta información a toda la comunidad universitaria tanto de los resultados de la formación como de los resultados de satisfacción de los distintos colectivos implicados.

Documentos del SGIC del título:

- Principales resultados de rendimiento
- Resultados de satisfacción de los diferentes colectivos
- Calidad en el Centro

Comisión de coordinación del título

Presidente: D. Alberto A. Álvarez López. Decano de la Facultad de CC. Económicas y Empresariales

Secretaria: D^a Cristina Ruza Paz-Curbera. Secretaria del Máster

Vocales:

Dra. D^a Marta de la Cuesta González. Coordinadora del Máster

D^a María Dolores López López (representante del PDI)

D^a María Isabel García Izquierdo (representante del PAS)

Dr. D. Rodrigo Martín García (representante del PDI)

Subcomisión de Validación:

Presidenta: Marta de la Cuesta González (coordinadora del Máster)

Secretaria: Cristina Ruza Paz-Curbera (secretaria del Máster)

Vocal: María Isabel García Izquierdo (representante del PAS)

La función de esta subcomisión es la de valorar los expedientes de los solicitantes al Máster, en base a los criterios establecidos, y validar a los estudiantes finalmente admitidos.

El Máster cuenta además con la **Comisión Académica interuniversitaria** formada por:

Presidenta: Dra. D^a Marta de la Cuesta González (UNED)

Secretaria: D^a Cristina Ruza Paz-Curbera (UNED)

Vocales:

Dra. D^a Irene Saavedra Robledo (UNED)

Dra. D^a Ángeles Fernández Izquierdo (UJI)

D^a Victoria Fernández de Tejada Muñoz (UNED)

D^a María Dolores López López (UNED)

Dra. D^a María Jesús Muñoz Torres (UJI)

Dra. D^a Juana María Rivera Lirio (UJI)

Entre las funciones de esta Comisión que tiene por objetivo establecer una adecuada coordinación entre las dos universidades (UNED y UJI) se encuentran:

- * Programación del curso académico
- * Planificación de las asignaturas y de las actividades *on line*
- * Supervisión de las Guías elaboradas por los equipos docentes
- * Evaluación de los cuestionarios elaborados por los estudiantes
- * Establecimiento de propuestas de mejora

PROFESSIONAL ATTRIBUTIONS

Este Máster no da acceso a profesiones reguladas.

EVALUACIÓN

El Máster se imparte *on line*, con tutorías virtuales a cargo de los profesores del mismo, a través de herramientas didácticas de enseñanza virtual. Para ello se utilizará la plataforma virtual desarrollada por la propia UNED. De este modo se crea un aula virtual que tendrá por objeto realizar la evaluación continua del estudiante, en la que tendrán acceso al material didáctico, a bibliotecas virtuales y foros, enviarán los trabajos y se comunicarán con los profesores. La modalidad virtual de aprendizaje es una forma de aprendizaje interactiva y flexible que se adapta a la disponibilidad de cada estudiante, permitiendo compaginar estudios con trabajo o cualquier otra actividad, siempre dentro de la organización dispuesta por la Comisión Académica del Máster.

Módulos optativos:

La evaluación de estos módulos es mixta, presencial y *on line*:

Evaluación Presencial. El 50% de la calificación de cada módulo optativo se evaluará a través de un **EXAMEN PRESENCIAL** en cualquiera de los Centros asociados de la UNED donde se celebren estos exámenes.

Habrà dos convocatorias, una por semestre y otra extraordinaria en septiembre.

•Fechas de exámenes:

Los Módulos impartidos en el primer semestre tendrán su examen en la convocatoria de febrero de 2022.

Los Módulos impartidos en el segundo semestre tendrán su examen en la convocatoria de junio de 2022.

El examen extraordinario tendrá lugar en la convocatoria de septiembre de 2022.

Evaluación on line. El 50% de la calificación será **evaluación continua on line**. El estudiante tendrá que entregar las tareas o actividades ateniéndose al calendario propuesto por la Comisión Académica del Máster.

Excepciones:

•*Formación Complementaria.* Su evaluación será única y exclusivamente *on line*. En caso de no superarlo tendrá otra convocatoria en mayo. Para poder aprobar este Módulo (5 puntos) es imprescindible obtener un **mínimo de tres puntos (sobre diez) en cada bloque temático**.

•*Introducción a la Sostenibilidad y la RSC.* Su evaluación será única y exclusivamente *on line*. En caso de no superarlo tendrá otra convocatoria en mayo. Para poder superar este Módulo (5 puntos) es imprescindible obtener un **mínimo de tres puntos (sobre diez) en cada bloque temático**.

•*Dimensiones de la RSC.* Su evaluación será un 70% examen y un 30% evaluación continua.

•*Trabajo de Fin de Máster.* Una vez elegido el tema del trabajo se asignará un tutor a cada estudiante. Habrá una convocatoria en junio y otra en septiembre.

DURACIÓN

El Máster puede cursarse a tiempo completo o a tiempo parcial. Dada la dedicación que exige este tipo de estudios, el estudiante debe valorar su situación personal y laboral, de manera que, si está trabajando, el consejo de la Comisión Académica interuniversitaria del Máster es que lo realice en dos años.

A tiempo completo:

- Deberá matricularse de 60 créditos en un año, lo que hace un total de 1.500 horas de trabajo para el estudiante.

A tiempo parcial:

- Si el estudiante no tiene que cursar el Módulo obligatorio de *Formación Complementaria*, obligatoriamente debe matricularse el primer año de la asignatura *Dimensiones de la RSC e Introducción a la Sostenibilidad y la RSC*. En total 20 créditos el primer año.
 - Si el estudiante tiene que cursar el Módulo obligatorio de *Formación Complementaria*, tendrá además que cursar este Módulo el primer año, lo cual supone 15 ECTS adicionales. En total 35 créditos el primer año.
- Si elige esta modalidad no podrá matricularse del *Trabajo de Fin de Máster* mientras no cumpla los requisitos exigidos para este Módulo.

En cualquier caso deberá atenerse a las Normas de permanencia establecidas por la universidad para este tipo de estudios.

GENDER EQUALITY

Consistent with the assumed value of gender equality, all the denominations that in this Guide refer to single-person, representative, or members of the university community and are made in the masculine gender, when they have not been replaced by terms generic, shall be understood as interchangeably in female or male gender, depending on the sex of the holder who performs them.