

Course : Ensuring gender equality in the workplace

Practical course - 2d - 14h00 - Ref. HFT
Price : 1590 CHF E.T.

★★★★☆ 4,2 / 5

To understand which types of action to prioritize in order to implement a gender equality policy, it is essential to be familiar with the legal obligations in this area. This training course will give you the keys to integrating a policy of equality and professional mix into a general approach.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Know your legal obligations in terms of gender equality
- ✓ Integrate a policy of professional equality and gender diversity
- ✓ Map the actions to be taken
- ✓ Drawing up a comparative situation report (CSR)

Intended audience

Human resources managers, employee representatives.

Prerequisites

No special knowledge required.

Practical details

Exercise

Interactive presentation, case studies analyzed in groups with collective discussions.

Course schedule

PARTICIPANTS

Human resources managers, employee representatives.

PREREQUISITES

No special knowledge required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

1 Taking stock of inequalities between women and men

- The reality of gender inequality in the workplace.
- Comparing inequalities in Europe and the rest of the world.
- How are gender inequalities constructed in society?
- Understand and distinguish key concepts: parity, equality, mixity, direct/indirect and positive discrimination...
- The advantage of obtaining the Égalité label.
- How do you get it, and what's in it for the company and its employees?

Hands-on work

Examples illustrating differences in understanding of key concepts such as gender diversity, parity, discrimination, etc., between different countries.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

2 Know your legal obligations to ensure compliance

- Your obligations and responsibilities; basic French legislation to remember.
- Master the essentials of the European legislative framework.
- Know your new obligations under the law and the timetable: reminder of deadlines.
- The law on quotas on boards of directors.
- Know the penalties and risks involved. Case law.

Hands-on work

Analysis of examples, case studies and group discussion.

3 Identify the difference between discrimination and harassment

- How do you define and identify harassment and discrimination?
- Prevention means action: raising employee awareness and reducing discrimination.
- Map the actions to be implemented in your company.
- Procedure for investigating allegations of non-compliance.

Hands-on work

Group discussion, needs mapping.

4 Drawing up a "professional equality" inventory

- Select the most relevant indicators according to the company's size, sector and objectives.
- Mainstreaming gender equality in the workplace.
- Know the mandatory indicators.
- Building a comparative situation report (CSR): potential difficulties in constructing the report.
- Diagnose your own business.

Hands-on work

Sharing experience.

Dates and locations

REMOTE CLASS

2026 : 11 June, 5 Nov.