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EU HR GENDER EQUALITY LAW AND COMPLIANCE

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PROGRAM OVERVIEW



EU Gender Equality Law is complex and challenging to comply with for several reasons, **many of which stem from the diverse legal, social, and economic landscapes of the member states.** According to **Eurostat 2020 data, the EU average gender pay gap was 14.1%.** Despite laws aimed at reducing it, the gender pay gap persists, indicating compliance difficulties. Cultural attitudes towards gender roles differ significantly across EU countries, affecting the implementation and acceptance of gender equality laws.

This certified program is designed to provide you with comprehensive insights into the latest developments in EU gender equality law, empowering your organization to implement effective and robust inclusion and diversity policies. You will delve into the intricacies of **EU gender equality law, a crucial framework that sets minimum legal standards across the 27 member states of the European Union (EU) and the European Economic Area (EEA).** You will gain insights into the most pivotal gender equality provisions in both primary and secondary EU legislation, along with key policy initiatives. The program aims to deepen your understanding of fundamental concepts in gender equality law, including **direct and indirect discrimination, harassment, victimization, gender stereotyping, and intersectional discrimination.**

Through real-world case studies and significant court decisions, the program covers a diverse array of topics such as **gender equality in employment, termination, equal pay, pension rights, and parental rights,** alongside issues concerning access to goods and services and leadership pricing. Moreover, it provides forward-looking perspectives on the **evolution of gender equality in the EU, considering emerging challenges like artificial intelligence and online violence against women.** With a solid understanding of EU's gender equality laws, you can integrate best practices into your organization's diversity, equity and inclusion strategy, ensuring lawful and ethical operations.

Upon successful completion of the program, you will attain the **Certification in EU HR Gender Equality Law and Compliance.** This distinguished certification will enhance your professional qualifications, showcasing your **expertise in navigating gender equality law in the EU.** Globally demanded and recognized, the certification holds lifelong validity and will underscore your expertise and amplify your professional credentials in gender equality.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



**EU GENDER EQUALITY LAW
EUROPEAN GENDER DIVERSITY INDEX
GENDER MAINSTREAMING
HARASSMENT PREVENTION**

**INCLUSIVE LEADERSHIP
GENDER SENSITIVITY
DOMESTIC VIOLENCE POLICIES
GENDER EQUALITY STRATEGY**

**RACIAL EQUALITY
INTERSECTIONAL UNDERSTANDING
EQUAL OPPORTUNITY ADVOCACY
DIVERSITY AWARENESS**

**VON DER LEYEN COMMISSION
INTERSECTIONAL FEMINISM
SEXUAL HARASSMENT POLICIES
WORKPLACE HARASSMENT
ETHICS AND COMPLIANCE**

**GENDER QUOTAS
INTERSECTIONAL DISCRIMINATION**

YOUR FACULTY DIRECTOR



Dr Raphaële Xenidis

Gender Equality Academic Expert and Professor of European Law

Dr. Raphaële Xenidis is a distinguished academic and a leading expert in gender equality and non-discrimination law. Her **extensive publication record spans internationally recognized journals and venues, particularly in the realm of gender equality and sex discrimination law.** Dr. Xenidis earned her Ph.D. from the European University Institute's Law Department, where her doctoral dissertation focused on intersectionality in European equality law.

As a recipient of the esteemed Marie Curie Fellowship, she furthered her research into contemporary issues like data-driven inequality and algorithmic discrimination within the context of European law. Currently, Dr. Xenidis serves as an **Assistant Professor at Sciences Po Law School and holds a senior expert position at the European Network in Gender Equality and Non-Discrimination.**

Previously, she imparted her knowledge as a Lecturer at the University of Edinburgh, School of Law, and has engaged in various academic roles across Italy, Denmark, the Netherlands, and the United States. A **seasoned public speaker, Dr. Xenidis has been sharing her expertise through keynote lectures and presentations globally since 2016.**

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PROGRAM AGENDA



MODULE 1 - INTRODUCTION TO EU GENDER EQUALITY LAW

- Lesson 1 - The Economic Origins: National Equal Pay Policies and the Risk of Competition Distortions
- Lesson 2 - The Point of Departure: The Equal Pay Provision in Article 119 EEC
- Lesson 3 - The Defrenne Decision
- Lesson 4 - The Objectives and The Relevance of EU Gender Equality Law Today
- Lesson 5 - The Relationship Between EU and International Gender Equality Law
- Lesson 6 - The EU's Gender Equality Strategy 2020-2025
- Lesson 7 - Insights into The EU's Gender Equality Index 2023

MODULE 2 - THE EU LEGAL FRAMEWORK

- Lesson 1 - The Evolution of EU Gender Equality Law: A Brief Overview
- Lesson 2 - EU Gender Equality Law Today: The Main Legal Provisions

MODULE 3 - KEY CONCEPTS OF EU GENDER EQUALITY LAW

- Lesson 1 - Direct Discrimination
- Lesson 2 - Indirect Discrimination
- Lesson 3 - Enforcement

MODULE 4 - SEX-BASED HARASSMENT AND SEXUAL HARASSMENT

- Lesson 1 - Harassment as a Form of Discrimination
- Lesson 2 - Legal Definitions: Sex-Based Harassment, Sexual Harassment
- Lesson 3 - Discrimination by Association: The Coleman Example

MODULE 5 - GENDER EQUALITY IN EMPLOYMENT

- Lesson 1 - Introduction to Gender Inequality in Employment in Europe
- Lesson 2 - Main Legal Provisions
- Lesson 3 - Sex Discrimination in Recruitment and Promotion
- Lesson 4 - Sex Discrimination in the Access to Vocational Training
- Lesson 5 - Equal Pay
- Lesson 6 - Indirect Discrimination Based on Part-Time Work
- Lesson 7 - Objective Justification
- Lesson 8 - Sex Discrimination in Retirement and Pension Matters

PROGRAM AGENDA



MODULE 6 - THE PROTECTION OF PREGNANT WORKERS, MATERNITY AND PARENTAL RIGHTS

- Lesson 1 - Main Legal Provisions on Discrimination in Relation to Pregnancy, Maternity and Parental Rights
- Lesson 2 - Pregnancy Discrimination as Direct Sex Discrimination
- Lesson 3 - The Protection of Pregnant Workers and Maternal Benefits
- Lesson 4 - The Rights of Parents

MODULE 7 - GENDER EQUALITY IN GOODS AND SERVICES

- Lesson 1 - Main Legal Provisions: Directive 2004/113/EC on Gender Equality
- Lesson 2 - Concrete Examples and Main Exceptions: Education and Advertising
- Lesson 3 - The Case of Insurance Services

MODULE 8 - GENDER STEREOTYPES AND INTERSECTIONAL DISCRIMINATION

- Lesson 1 - What are Gender Stereotypes and Why are They a Problem?
- Lesson 2 - The Example of Role-Typing Stereotypes
- Lesson 3 - What is Intersectional Discrimination?

- Lesson 4 - The Court's Approach to Intersectional Discrimination
- Lesson 5 - Case Studies on Gendered Disability; Gender and Age Based Discrimination

MODULE 9 - GENDER REPRESENTATION AND WOMEN'S LEADERSHIP: POSITIVE ACTION AND QUOTAS

- Lesson 1 - What is Positive Action and Why is it Helpful in Relation to Gender Equality and Balanced Representation?
- Lesson 2 - The EU Legal Framework on Positive Action Measures
- Lesson 3 - Gender Quotas and the Problem of Under-Representation
- Lesson 4 - Other Positive Action Measures Aimed at Substantive Equality

MODULE 10 - GENDER-BASED VIOLENCE

- Lesson 1 - The EU Accession to The Istanbul Convention (June 2023)
- Lesson 2 - Legal Obligations and Monitoring by GREVIO
- Lesson 3 - The Proposal for a New Directive on Combating Violence Against Women and Domestic Violence (March 2022)

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certification's programs are unique as they provide you with professional charter designation and mark that can be used across your lifetime once you have completed our programs.

Upon successfully attending this program, you will be awarded with the **Certification in EU HR Gender Equality Law and Compliance** that can be used in your resume, CV and other professional credentials. This certification is industry-recognized with lifelong validity.

Globally demanded and recognized, this certification will amplify your professional qualifications and demonstrate your expertise in navigating the intricacies involved in Gender Equality, its legal framework and compliance. Developed by **Chartered Institute of Professional Certifications**, the content of this program has been independently accredited by **CPD Certification Service** as adhering to the highest standards of continuing professional principles.

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