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# EU AND UK HR GENDER EQUALITY LAW AND COMPLIANCE



**Fully Accredited  
By:**

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# PROGRAM OVERVIEW



Gender equality laws in the EU and UK aim to promote equal rights and prohibit discrimination based on gender. However, with a complex interplay of **EU directives, UK legislations, and domestic laws of EU member states**, this multi-layered system can lead to overlapping or even conflicting rules, making compliance a difficult task for organizations operating in the region.

This certified program will furnish you with a comprehensive understanding of the complex gender equality legislative landscape in the EU and UK. You will discover a broad array of pivotal topics, such as the **EU's Gender Equality Directive, the UK's Equality Act of 2010, Equal Pay Directive, Equal Treatment Directive and other essential statutes and directives that govern gender equality across different industries**. You will also gain insight into different national laws within **each EU member countries and how they interplay with broader EU directives**. This will help you understand the intricate relationship between EU and member state laws on gender equality.

In addition to legal frameworks, this program will equip you with the skills needed to **develop, implement, and monitor gender equality policies and procedures that are in line with the pertinent legislations in EU and UK**. You will also learn how to conduct gender audits, analyze pay gaps, and fulfill reporting duties stemming from legal obligations or voluntary commitments. Moreover, you will learn how to **manage issues such as pay gaps, career progression, and workplace harassment** while balancing the organizational needs with the mandates of gender equality. With a solid understanding of EU 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 earn the **Certification in EU and UK HR Gender Equality Law and Compliance**. This prestigious certification will enhance your professional credentials and signify your expertise in gender equality laws, along with your ability to develop compliant frameworks that align with all relevant legislation and policies. **Recognized and sought after globally**, this industry-leading certification carries **lifelong validity** and serves as a testament to your proficiency and dedication to excellence in the field of gender equality and legal compliance.

## ACCREDITATIONS



4.8



4.6



# KEY SKILLS YOU WILL GAIN

## From This Program



**EU HR GENDER EQUALITY LAW  
UK HR GENDER EQUALITY LAW  
EQUALITY ACT  
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**

# 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 datadriven 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 AND UK GENDER EQUALITY LAW

- Lesson 1 - The Origins and Objectives of UK Equality Law
- Lesson 2 - The EU Law Framework and its Relevance for the UK After Brexit
- Lesson 3 - The UK's International Legal Commitments to Gender Equality Law
- Lesson 4 - The UK Gender Equality Policy Map and the Gender Equality Monitor

## MODULE 2 - THE LEGAL FRAMEWORK

- Lesson 1 - The Evolution of EU Gender Equality Law
- Lesson 2 - UK Gender Equality Law Today
- Lesson 3 - The Role of the Equality and Human Rights Commission

## MODULE 3 - KEY CONCEPTS OF UK GENDER EQUALITY LAW: DIRECT DISCRIMINATION

- Lesson 1 - Legal Definition of Direct Discrimination (EA 2010, s. 13)
- Lesson 2 - Interpretation by Courts: 'Less Favourable Treatment', The Comparison (EA 2010s. 23), Causation and the 'But For' Test, the 'Reason Why' Test
- Lesson 3 - Defence and Liability

## MODULE 4 - KEY CONCEPTS OF UK GENDER EQUALITY LAW: INDIRECT DISCRIMINATION

- Lesson 1 - Legal Definition of Indirect Discrimination (EA 2010, s. 19)
- Lesson 2 - Interpretation by Courts: The Notion of 'Particular Disadvantage', The Choice of Comparator
- Lesson 3 - Defence & Liability: Objective Justification and the 'Least Restrictive Means' Test

## MODULE 5 - THE ENFORCEMENT OF UK GENDER EQUALITY LAW

- Lesson 1 - The Burden of Proof (EA 2010, s. 136): Barton v Investec Henderson Crosthwaite Securities Ltd (2003) and Madarassy v Nomura International Plc (2007)
- Lesson 2 - Victimisation (EA 2010 s. 27): Derbyshire v St Helens Metropolitan Borough Council (2007)
- Lesson 3 - Procedural Matters and Compensation

# PROGRAM AGENDA



## MODULE 6 - SEX-BASED HARASSMENT AND SEXUAL HARASSMENT

- Lesson 1 - Harassment as a Form of Discrimination
- Lesson 2 - Legal Definitions (EA 2010 s. 26)

## MODULE 7 - GENDER EQUALITY IN EMPLOYMENT

- Lesson 1 - Introduction to Gender Inequality in Employment in the UK
- Lesson 2 - Recruitment, Promotion and Dismissal
- Lesson 3 - Working Conditions: London Underground v Edwards (No 2) [1997] IRLR 157, EAT
- Lesson 4 - Access to Vocational Training
- Lesson 5 - Equal Pay: The Sex Equality Clause (s. 66 EA 2010)
- Lesson 6 - Part-Time Work & Pay in C-96/80 Jenkins (1981)
- Lesson 7 - Objective Justification
- Lesson 8 - Pension and Retirement

## MODULE 8 - THE PROTECTION OF PREGNANT WORKERS, MATERNITY AND PARENTAL RIGHT

- 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 New Mothers
- Lesson 4 - Protection Against Sex Discrimination During in Vitro Fertilisation Treatment
- Lesson 5 - The Rights of Parents

## MODULE 9 - GENDER EQUALITY IN GOODS AND SERVICES, EDUCATION AND HOUSING

- Lesson 1 - Main Legal Provisions of The EA 2010
- Lesson 2 - Concrete Examples in Goods and Services, Education and Housing
- Lesson 3 - Other Examples: Differential Pricing, Healthcare and Sports
- Lesson 4 - Exceptions

# PROGRAM AGENDA



## MODULE 10 - GENDER STEREOTYPES AND INTERSECTIONAL DISCRIMINATION

- Lesson 1 - What are Gender Stereotypes and Why are They a Problem?
- Lesson 2 - The Examples of Role-Typing Stereotypes
- Lesson 3 - What is Intersectional Discrimination?
- Lesson 4 - The Legal Rules: s. 14 of EA 2010
- Lesson 5 - Case Studies

## MODULE 11 - 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 - Concrete Examples and Types of Positive Action
- Lesson 3 - The UK Legal Framework on Positive Action Measures
- Lesson 4 - Gender Quotas and the Problem of Under-Representation
- Lesson 5 - Other Positive Action Measures Aimed at Substantive Equality

## MODULE 12 - GENDER-BASED VIOLENCE

- Lesson 1 - The UK's Signature of The Istanbul Convention
- Lesson 2 - Legal Debate
- Lesson 3 - Tackling Violence Against Women and Girls Strategy



# 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 and UK 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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