TECHNICAL LEARNING AND ASSESSMENT DOSSIER

PdR 125 – Gender Equality Management System Implementation & Management (KPIs and 6 areas)

Price / certificate issuance
280,00 €
VAT excluded

Course code	Minimum duration	Final pass score	Dossier issue
PDR125_IMPL_LA	60 min	70%	28/11/2026

1. Course identity, purpose and scope

The course "PdR 125 – Gender Equality Management System Implementation & Management (KPIs and 6 areas)" offers specialized training to develop skills for the practical adoption of the UNI/PdR 125:2022 guidelines on gender equality management. The curriculum covers six key intervention areas: Culture and strategy, Governance, HR processes, Women's growth opportunities and inclusion, Gender pay equity, and Parenthood protection and work-life balance. Through a theory-and-practice approach, participants learn to define and monitor specific key performance indicators (KPIs) for each area to implement an effective and compliant management system. The training includes analysis of real cases and audit scenarios, developing critical skills in handling non-conformities and corrective actions. Geared towards HR professionals, management leaders, and consultants, the course supports integrating gender equality into organizational processes to foster sustainability and inclusion. The duration is 60 minutes, with a final passing assessment set at 70%.

This extended technical dossier describes the pathway as published in CIWZ Academy on the issue date. It consolidates purpose, references, learning architecture, module contents, assessment system, passing criteria and certificate conditions. It does not replace the official texts of the standards, laws, guidelines or schemes referenced.

2. Normative, regulatory and technical references

UNI/PdR 125:2022 – Guidelines for a gender equality management system requiring specific KPIs; analysis and implementation of the 6 areas: Culture & strategy, Governance, HR processes, Women’s growth opportunities & inclusion, Gender pay equity, Parenthood protection & work-life balance

References are used as the learning and assessment framework within the limits of published content and available sources. For professional application, the official and current versions of the referenced documents always prevail.

3. Learning architecture and assessment system

- minimum tracked time: 60 min
- active final-exam bank: 200 questions
- final exam: 30 questions selected from the bank
- passing threshold: 70%
- Direct access to the final assessment under the published rules for the exam-only pathway.
- Exam assembly from the active course bank and scoring against the published pass threshold.
- Recording of the result and, where applicable, request for the final certificate.

4. Official catalogue technical information

Learning Objectives

- Provide knowledge and tools to implement the PdR 125 gender equality management system
- Deepen analysis of the 6 critical areas and specific KPIs
- Develop skills in internal auditing and non-conformity management

Skills Acquired

- Practical application of UNI/PdR 125:2022 guidelines
- Defining and monitoring KPIs for gender equality
- Managing HR processes and inclusion policies
- Conducting audits and corrective actions based on findings

Target Audience

- HR Managers
- Management Consultants
- Public and private sector managers
- Professionals involved in gender equality topics

Prerequisites

- Basic knowledge of business management and HR processes
- Understanding of gender equality and inclusion concepts

Course Program

- Introduction to PdR 125 and regulatory framework
- The 6 intervention areas with KPI focus
- Internal audit and non-conformity management
- Case studies and simulations

Teaching Methodology

- Multimedia lectures

- Real case analysis
- Interactive questionnaires

Assessment Method

- Multiple choice final test, passing threshold 70%

Duration

- 60 minutes

Certification

- Certificate of participation upon passing the test (certification fee €280.00)

Expected Outcomes

- Ability to design and manage a PdR 125 system
- Competence in measuring and improving gender equality within organizations

7. Assessment system, final exam and passing criteria

- The final assessment consists of 30 questions selected from the active course bank. The platform applies an anti-repetition logic for new attempts when the bank size allows it.
- Final question-bank size detected at generation time: 200 active questions.
- Published passing threshold for the course: 70%.
- Questions are intended to assess not only recall but also interpretation, application, evidence selection, scenario assessment and quality of decision-making, depending on the subject matter.

8. Tracking, learning continuity and session integrity

- Path status, completed modules and recorded time are managed server-side when the course uses the Academy learning mode.
- The platform allows the pathway to resume from the recorded point and retains the results of required checks.
- Assessment sessions may be subject to the integrity and proctoring controls enabled by the platform and described in the applicable usage rules.
- Technical and integrity events support assessment and do not replace professional judgement where human review is required.

9. Certificate, use and limitations

The CIWZ certificate, where provided by the pathway and requested after passing, records the result achieved in the stated CIWZ pathway or assessment. It does not automatically replace personnel certification, professional registration, statutory licence, legal qualification or credentials issued by third-party bodies where such requirements are imposed by the applicable scheme.

10. Commercial and tax conditions

- Price / certificate issuance: 280,00 € VAT excluded.
- UAE VAT is applied to UAE customers according to billing data and the applicable tax rules.
- Any specific commercial terms, agreements or corporate orders override the public price only when formally accepted by Certificato IWZ FZCO.

11. Dossier document control

- Document automatically generated by CIWZ Academy from the course data published at the time of the request.
- Course code: PDR125_IMPL_LA
- Document language: EN

- Generation date: 28/11/2026
- For normative and professional application, the current official sources and any applicable procedures/schemes prevail.