



Fee

280,00 €

Final exam only

Course technical sheet

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

Course code

PDR125_IMPL_LA

Test duration

60 min

Passing score

70%

Issued

28/05/2026

Executive summary

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%.

Certification process

- Registration or login to the Academy platform.
- Completion of the final course examination only. Any training or preparation may be completed externally or through other channels.
- The test questions refer to the objectives, skills and topics described in this technical sheet.
- Assessment of the result, possible validation and certificate issuance according to the rules applicable to the course.

Important note

On Academy, candidates take only the final course examination. Any training or preparation activity may be delivered externally or through other channels. The test questions refer to the topics described in this technical sheet and in the course syllabus summary.

Syllabus summary

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

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

Certification Bodies Management systems

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

- 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