ESG and sustainability reporting

Diversity, Equality and Inclusion at Work

One day to make diversity, equality and inclusion a measurable management practice: non-discrimination in recruitment, equal pay and career progression, employment of people with disabilities, harassment prevention. You work on your HR processes and headcount data, and leave with indicators and a twelve-month action plan.

Duration : 1 day

Objectives

1. Explain the framework: ban on discrimination under the Moroccan Labour Code, international labour standards, customer and lender expectations
2. Identify biases and discrimination risks in recruitment, pay, promotion and access to training
3. Measure equality with simple indicators: gender breakdown by level, pay gap, access to training
4. Set up a system to prevent, report and handle harassment
5. Build a diversity and inclusion action plan linked to ESG reporting

Programme

Day 1 — morning

• Diversity, equality, inclusion: definitions and stakes for the company and its customers

• Moroccan legal framework and international labour standards on non-discrimination and equal pay

• Bias in recruitment and appraisal: criteria grids, structured interviews, mixed panels

• Women's access to management and technical jobs: observed barriers and levers

Day 1 — afternoon (workshop)

• Equal pay: calculating the gap, jobs of equal value, justifiable and unjustified gaps

• Disability and workstation adaptation; harassment: reporting procedure, investigation, sanctions

• Workshop: your company's diversity indicators and twelve-month action plan

• Knowledge test and commitments from the managers present

Teaching methods

• Exercises on your headcount and pay data, aggregated and made anonymous

• Role-play situations: recruitment interview, handling a report

• Case studies in industrial and logistics settings

• Delivery possible in French or Darija for frontline supervisors

• Final test on the legal framework and equality indicators

Assessment and documents

Knowledge test at the end of the day, follow-up evaluation at D+1. Each participant receives a numbered training certificate, verifiable online; the company receives the training report and the indicator table built in the workshop.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

To structure all the social indicators, see the half-day "Human Capital Reporting: ISO 30414:2025". Customer requirements on working conditions are covered in "Social Audit: SMETA and amfori BSCI".

Practical information

Duration	1 day
Audience	Management, HR, managers, employee representatives
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Is this course only for HR?

No. Recruitment, appraisal and promotion decisions are largely taken by managers. Their presence, with HR and a member of management, makes it possible to leave the day with concrete commitments.

Which indicators do customers and lenders ask for?

Most often: headcount by sex and category, pay gap, access to training, accidents, turnover, cases of discrimination or harassment reported and handled. VSME questionnaires, lenders' requirements on working conditions and the GRI Standards use this type of data.

Our pay data is confidential: how do you work?

The exercises use data aggregated by category and made anonymous, prepared with your HR team before the session. No individual data is displayed in front of the group.