



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Gender Law Compliance In South African Workplace Training

Law, Military Science and Security / Justice in Society

Unit Standard 116099 · NQF Level 7 · 1 Credits · 1 Day

COURSE OVERVIEW

This course equips learners with a comprehensive understanding of gender law compliance within the South African workplace. It covers key legislation, including the Employment Equity Act and the Promotion of Equality and Prevention of Unfair Discrimination Act, and provides practical strategies for implementing gender-sensitive policies and practices. Participants will learn to identify and address gender-based discrimination, harassment, and inequality to foster an inclusive work environment.

Category	Law, Military Science and Security
Subfield	Justice in Society
Unit Standard	116099
Accreditation	SAQA Accredited · NQF Level 7 · 1 Credits
Duration	1 day
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply the principles of South African gender law to workplace policies and procedures.
- Analyze workplace practices for compliance with the Employment Equity Act and related legislation.
- Evaluate the effectiveness of current gender equality measures within an organization.
- Design strategies to prevent and address gender-based discrimination and harassment.
- Implement gender-sensitive communication and reporting mechanisms.
- Demonstrate the ability to conduct a gender equality audit in the workplace.

WHO SHOULD ATTEND

- This course is designed for HR professionals, line managers, compliance officers, and anyone responsible for policy implementation and workplace culture in South African organizations.

COURSE OUTLINE

Day 1: Foundations of Gender Law Compliance in the Workplace

- Overview of the South African Constitution and Bill of Rights (sections 9, 10, and 23).
- Employment Equity Act (No. 55 of 1998): Prohibition of unfair discrimination, affirmative action measures, and reporting requirements.
- Labour Relations Act (No. 66 of 1995): Unfair dismissal, grievance procedures, and workplace forums.
- Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace.
- Gender-based violence and harassment: definitions, employer obligations, and victim support.
- Reasonable accommodation for gender-related needs (e.g., pregnancy, breastfeeding, transitioning).
- Case studies: landmark decisions by the CCMA, Labour Court, and Constitutional Court.
- Developing a gender compliance checklist and action plan for your organisation.

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **1 NQF credits** at **NQF Level 7**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 14,700.00	R 14,700.00
1	In-House	R 19,100.00	R 19,100.00
1	On-Campus (Pretoria)	R 22,100.00	R 22,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	10 Aug 2026	On-Campus	Abu Dhabi, UAE
11 Aug 2026	11 Aug 2026	On-Campus	Durban, South Africa
11 Aug 2026	11 Aug 2026	On-Campus	Mauritius
12 Aug 2026	12 Aug 2026	On-Campus	Cape Town, South Africa
13 Aug 2026	13 Aug 2026	On-Campus	Dubai, UAE
14 Aug 2026	14 Aug 2026	On-Campus	Pretoria, South Africa
17 Aug 2026	17 Aug 2026	On-Campus	Durban, South Africa
18 Aug 2026	18 Aug 2026	On-Campus	Shenzhen, China

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 116099) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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