



Accredited Africa Training Institute for Capacity Development

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

Tel: +27 12 004 8389 · Mobile: +27 65 077 6310

Email: apply@aatikd.co.za · Website: www.aatikd.co.za

COURSE BROCHURE

Gender Equality Planning Implementation Workplace Strategies Training

Human and Social Studies / People/Human-Centred Development

Unit Standard 117880 · NQF Level 2 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to plan, implement, and monitor gender equality strategies within the workplace. It focuses on understanding legislative frameworks, developing action plans, and fostering an inclusive organizational culture. Participants will learn to identify and address gender disparities, ensuring compliance with South African employment equity laws.

Category	Human and Social Studies
Subfield	People/Human-Centred Development
Unit Standard	117880
Accreditation	SAQA Accredited · NQF Level 2 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyze the legislative and policy framework for gender equality in the South African workplace.
- Develop a comprehensive gender equality plan aligned with organizational goals and legal requirements.
- Implement strategies to address gender-based discrimination and promote equal opportunities.
- Evaluate the effectiveness of gender equality interventions using relevant metrics and feedback.
- Demonstrate inclusive communication and leadership practices that support gender equity.
- Apply monitoring and reporting mechanisms to track progress and ensure accountability.

WHO SHOULD ATTEND

- This course is designed for HR practitioners, diversity and inclusion officers, line managers, and anyone responsible for developing or implementing gender equality initiatives in their organization.

COURSE OUTLINE

Day 1: Foundations of Gender Equality and Legal Frameworks

- Definitions and distinctions: gender vs sex, equality vs equity.
- Overview of SAQA-aligned unit standard 117880 outcomes.
- South African legal landscape: Constitution, Employment Equity Act, and relevant codes.
- Gender mainstreaming principles and the role of gender champions.
- Identifying gender disparities: pay gaps, representation, and leadership.
- Unconscious bias: types, examples, and self-assessment tools.
- Case studies: successful gender equality initiatives in SA organisations.

Day 2: Planning and Implementing Gender Equality Strategies

- Steps to create a gender equality policy: scope, objectives, and accountability.
- Job evaluation methods with a gender lens (e.g., Paterson, Hay).
- Remuneration analysis: identifying and addressing gender pay gaps.
- Inclusive recruitment: bias-free job descriptions, diverse panels, and fair selection.
- Retention strategies: mentorship, flexible work, and career progression.
- Monitoring and evaluation: indicators, data collection, and reporting.
- Change management: communicating the strategy, training, and handling resistance.
- Stakeholder engagement: involving unions, management, and employees.

Day 3: Integration, Evaluation, and Sustaining Change

- Embedding gender equality in HR policies: recruitment, performance, and discipline.
- Gender-sensitive performance management: objectives, feedback, and promotions.
- Conducting a gender audit: methodology, tools, and reporting.
- Using audit results to update action plans and address gaps.
- Sustainability: training, resource allocation, and leadership commitment.
- External reporting: Employment Equity reports, B-BBEE scorecards.
- Compliance with SAQA unit standard 117880: evidence and assessment requirements.
- Action planning: participants draft a personal or team implementation plan.

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 **6 NQF credits** at **NQF Level 2**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 13,200.00	R 13,200.00
1	In-House	R 17,200.00	R 17,200.00
1	On-Campus (Pretoria)	R 19,800.00	R 19,800.00

UPCOMING SESSIONS

Start	End	Method	Venue
24 Aug 2026	26 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
24 Aug 2026	26 Aug 2026	On-Campus	Shenzhen, China
25 Aug 2026	27 Aug 2026	On-Campus	Harare, Zimbabwe
25 Aug 2026	27 Aug 2026	On-Campus	Abu Dhabi, UAE
26 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
26 Aug 2026	28 Aug 2026	On-Campus	Durban, South Africa
31 Aug 2026	02 Sep 2026	On-Campus	London, UK
31 Aug 2026	02 Sep 2026	On-Campus	Harare, Zimbabwe

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 117880) 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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