



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

Conduct Gender Audits To Deal With Redress Equity And Diversity Within Organisations Training

Human and Social Studies / People/Human-Centred Development

Unit Standard 120033 · NQF Level 4 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to conduct gender audits within organisations, addressing redress, equity, and diversity. Participants will learn to assess workplace practices, identify gender disparities, and develop strategies to promote inclusivity and compliance with South African legislation.

Category	Human and Social Studies
Subfield	People/Human-Centred Development
Unit Standard	120033
Accreditation	SAQA Accredited · NQF Level 4 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply the principles of gender mainstreaming to conduct a comprehensive gender audit.
- Analyze organisational policies and practices to identify gender-based disparities and barriers.
- Evaluate the effectiveness of existing redress and equity measures within the organisation.
- Design a gender audit report with actionable recommendations for promoting gender equity and diversity.
- Implement strategies to address identified gender gaps and foster an inclusive workplace culture.
- Demonstrate an understanding of relevant South African legislation and frameworks governing gender equity.

WHO SHOULD ATTEND

- This course is ideal for HR professionals, transformation managers, diversity officers, and anyone responsible for implementing equity and diversity initiatives in their organisation.

COURSE OUTLINE

Day 1: Foundations of Gender Audits and Equity Frameworks

- Introduction to gender audits: definitions and objectives.
- Legal and policy framework: Employment Equity Act, BBBEE, and SAQA standards.
- Key concepts: gender vs. sex, intersectionality, and systemic discrimination.
- Understanding redress, equity, and diversity in the South African context.
- Benefits of gender audits: organisational culture, compliance, and performance.
- Overview of audit methodologies: quantitative and qualitative approaches.
- Case studies: examples of gender disparities in organisations.
- Group discussion: identifying current challenges in participants' workplaces.

Day 2: Conducting Gender Audits – Tools, Data Collection, and Analysis

- Step-by-step gender audit process: planning, data collection, analysis.
- Quantitative indicators: workforce composition, pay equity, recruitment trends.
- Qualitative methods: focus groups, interviews, and policy review.
- Gender audit tools: checklists, scorecards, and software.
- Analysing data: identifying patterns, biases, and barriers.
- Reporting findings: structuring audit reports for stakeholders.
- Practical exercise: mock audit using sample data.
- Feedback and reflection on exercise outcomes.

Day 3: Action Planning, Implementation, and Integration

- From audit to action: prioritising recommendations.
- Designing a gender equity action plan: goals, timelines, responsibilities.
- Strategies for redress: affirmative action, mentorship, and inclusive policies.
- Embedding diversity in HR processes: recruitment, promotion, retention.
- Monitoring and evaluation: key performance indicators and regular reviews.
- Stakeholder engagement: building buy-in from leadership and staff.
- Overcoming resistance to change: communication and training.
- Final assessment: presentation of action plans and course wrap-up.

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 4**.

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	Bangkok, Thailand
24 Aug 2026	26 Aug 2026	On-Campus	Durban, South Africa
25 Aug 2026	27 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
25 Aug 2026	27 Aug 2026	On-Campus	Shenzhen, China
26 Aug 2026	28 Aug 2026	On-Campus	Harare, Zimbabwe
26 Aug 2026	28 Aug 2026	On-Campus	Abu Dhabi, UAE
31 Aug 2026	02 Sep 2026	On-Campus	Victoria Falls, Zimbabwe
31 Aug 2026	02 Sep 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 120033) 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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