



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 Equity and Diversity in Development Projects

Business, Commerce and Management Studies / Public Administration

Unit Standard 242894 · NQF Level 3 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to integrate gender equity and diversity considerations into development projects. It promotes understanding of key concepts, legislation, and practical strategies to ensure inclusive project outcomes. Participants will be able to identify and address gender and diversity issues within the South African development context.

Category	Business, Commerce and Management Studies
Subfield	Public Administration
Unit Standard	242894
Accreditation	SAQA Accredited · NQF Level 3 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Demonstrate understanding of key concepts related to gender, equity, and diversity in development.
- Analyze the impact of gender and diversity issues on project planning and implementation.
- Apply relevant South African legislation and policies to promote equity in development projects.
- Evaluate strategies for mainstreaming gender and diversity in project cycles.
- Implement inclusive approaches to stakeholder engagement and participation.
- Assess project outcomes for gender and diversity sensitivity.

WHO SHOULD ATTEND

- This course is designed for project managers, team leaders, and development practitioners working in government, NGOs, or private sector projects.
- It is also suitable for anyone involved in planning, implementing, or evaluating development initiatives.

COURSE OUTLINE

Day 1: Foundations of Gender and Diversity

- Introduction to gender and diversity terminology
- Gender vs. sex: clarifying the distinction
- Gender equity vs. gender equality: why the difference matters
- Social construction of gender and intersectionality
- South African legal framework: Constitution, Employment Equity Act, and Gender Equality Bill
- International frameworks: CEDAW, SDGs, and SADC Protocol on Gender and Development
- The business case: how diversity enhances project outcomes
- Group discussion: personal experiences with gender and diversity

Day 2: Mainstreaming Gender and Diversity in Project Cycles

- Gender analysis frameworks: Harvard Analytical Framework, Moser Framework, and Gender at Work
- Practical exercise: conducting a gender analysis of a sample project
- Designing inclusive project objectives and activities
- Developing gender-responsive indicators and targets
- Participatory planning techniques: focus groups, community mapping, and gender audits
- Addressing barriers: language, accessibility, cultural norms, and power dynamics
- Case studies: successful gender mainstreaming in development projects
- Group work: redesign a project to integrate gender and diversity

Day 3: Implementation, Monitoring, and Organisational Change

- Gender-responsive budgeting: principles and practice
- Collecting and analysing sex-disaggregated data
- Monitoring and evaluation frameworks for gender equity
- Managing resistance: communication, training, and leadership engagement
- Organisational change strategies: policy, culture, and accountability
- Action planning: developing a personal or team gender mainstreaming plan
- Presentation of action plans and peer feedback
- Course wrap-up and evaluation

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 3**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 17,900.00	R 17,900.00
1	In-House	R 23,300.00	R 23,300.00
1	On-Campus (Pretoria)	R 26,800.00	R 26,800.00

UPCOMING SESSIONS

Start	End	Method	Venue
03 Aug 2026	05 Aug 2026	On-Campus	Dubai, UAE
03 Aug 2026	05 Aug 2026	On-Campus	Johannesburg, South Africa
04 Aug 2026	06 Aug 2026	On-Campus	Pretoria, South Africa
04 Aug 2026	06 Aug 2026	On-Campus	Mauritius
05 Aug 2026	07 Aug 2026	On-Campus	Cape Town, South Africa
05 Aug 2026	07 Aug 2026	On-Campus	Lagos, Nigeria
10 Aug 2026	12 Aug 2026	On-Campus	Pretoria, South Africa
10 Aug 2026	12 Aug 2026	On-Campus	Mauritius

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 242894) 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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