



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 Equality Compliance Assessment and Monitoring

Human and Social Studies / General Social Science

Unit Standard 254417 · NQF Level 6 · 10 Credits · 7 Days

COURSE OVERVIEW

This course equips learners with the skills to assess, monitor, and evaluate organisational compliance with policies on gender equality and women's empowerment. Participants will learn to identify gaps, measure progress, and recommend improvements to ensure alignment with South African legislation and international best practices.

Category	Human and Social Studies
Subfield	General Social Science
Unit Standard	254417
Accreditation	SAQA Accredited · NQF Level 6 · 10 Credits
Duration	7 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyse organisational policies and procedures to assess compliance with gender equality and women's empowerment frameworks.
- Develop monitoring tools and indicators to track progress towards gender equality goals.
- Evaluate the effectiveness of gender equality initiatives using qualitative and quantitative data.
- Identify barriers to gender equality and recommend corrective actions.
- Demonstrate the ability to report on compliance findings to relevant stakeholders.
- Implement continuous improvement strategies for gender equality policies.

WHO SHOULD ATTEND

- This course is designed for HR practitioners, compliance officers, diversity and inclusion specialists, and managers responsible for implementing and monitoring gender equality policies within their organisations.

COURSE OUTLINE

Day 1: Introduction to Gender Equality and Legal Frameworks

- Concepts: sex, gender, gender equality, gender equity, gender mainstreaming
- South African Constitution and Employment Equity Act (No. 55 of 1998)
- Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA)
- CEDAW and other international instruments
- Benefits of gender equality in the workplace

Day 2: Compliance Requirements and Standards

- Employment Equity Plan requirements
- Gender-disaggregated data collection and analysis
- Equal pay for work of equal value
- Preventing sexual harassment and discrimination
- Reporting to the Department of Employment and Labour
- Sector-specific compliance standards

Day 3: Assessment Methodologies and Tools

- Qualitative and quantitative assessment methods
- Developing compliance checklists
- Employee perception surveys and focus groups
- Document review and policy analysis
- Sampling strategies for workplace assessments
- Ethical considerations in data collection

Day 4: Conducting a Gender Equality Compliance Assessment

- Assessment planning and stakeholder engagement
- Data collection: HR records, policies, practices
- Interviewing techniques for key informants
- Identifying systemic barriers and discrimination
- Documenting findings and evidence

Day 5: Monitoring and Evaluation Frameworks

- Monitoring vs evaluation in gender equality
- Designing a monitoring plan
- Gender-sensitive indicators (qualitative and quantitative)
- Baseline assessments and progress tracking
- Reporting cycles and accountability structures

Day 6: Reporting and Remediation Strategies

- Report structure: executive summary, findings, recommendations
- Writing clear, evidence-based recommendations
- Remedial action planning: timelines and responsibilities
- Engaging with management and employees
- Case studies of successful remediation

Day 7: Integration, Continuous Improvement, and Practical Application

- Embedding gender equality in policies and procedures
- Training and awareness programmes

- Continuous monitoring and review cycles
- Role of leadership and change management
- Simulated compliance assessment case study

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 **10 NQF credits** at **NQF Level 6**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 22,800.00	R 22,800.00
1	In-House	R 29,600.00	R 29,600.00
1	On-Campus (Pretoria)	R 34,100.00	R 34,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
21 Aug 2026	31 Aug 2026	On-Campus	Harare, Zimbabwe
21 Aug 2026	31 Aug 2026	On-Campus	Dubai, UAE
24 Aug 2026	01 Sep 2026	On-Campus	Victoria Falls, Zimbabwe
24 Aug 2026	01 Sep 2026	On-Campus	Abu Dhabi, UAE
25 Aug 2026	02 Sep 2026	On-Campus	Durban, South Africa
26 Aug 2026	03 Sep 2026	On-Campus	Shenzhen, China
27 Aug 2026	04 Sep 2026	On-Campus	Harare, Zimbabwe
28 Aug 2026	07 Sep 2026	On-Campus	Bangkok, Thailand

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 254417) 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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