



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 Policy Design and Women's Empowerment

Human and Social Studies / General Social Science

Unit Standard 254418 · NQF Level 6 · 10 Credits · 7 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to design and develop effective policies that promote gender equality and women's empowerment within South African organizations. Participants will explore legal frameworks, stakeholder engagement, and practical implementation strategies to foster inclusive workplaces.

Category	Human and Social Studies
Subfield	General Social Science
Unit Standard	254418
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

- Analyze the legal and policy frameworks governing gender equality in South Africa.
- Design a comprehensive gender equality policy aligned with organizational goals and legislative requirements.
- Evaluate existing policies for gender sensitivity and inclusivity.
- Implement strategies to promote women's empowerment within the workplace.
- Demonstrate stakeholder engagement techniques for policy development and review.
- Apply monitoring and evaluation methods to assess policy effectiveness.

WHO SHOULD ATTEND

- Ideal for HR professionals, policy developers, diversity and inclusion officers, and managers responsible for creating or updating gender equality policies in their organizations.

COURSE OUTLINE

Day 1: Foundations of Gender Equality and Policy Frameworks

- Defining gender, sex, and gender equality
- Intersectionality and multiple discrimination
- International frameworks: CEDAW, Beijing Platform, SDGs
- Regional frameworks: African Union, SADC Protocol on Gender and Development
- South African constitutional and legislative framework
- Gender mainstreaming as a strategy
- Key institutions: Commission for Gender Equality, Department of Women
- Case study: South Africa's National Gender Policy Framework

Day 2: Gender Analysis Tools and Data Collection

- Overview of gender analysis frameworks
- Harvard Analytical Framework: activity profile, access and control profile
- Moser Framework: triple roles, practical and strategic gender needs
- Gender-responsive stakeholder mapping
- Sex-disaggregated data: sources, collection methods, and limitations
- Gender statistics and indicators
- Gender budget analysis basics
- Practical exercise: Analysing a sectoral policy for gender gaps

Day 3: Designing Gender-Responsive Policies

- Policy cycle and gender-responsive design
- Setting gender-equality goals and SMART objectives
- Developing gender-sensitive indicators
- Gender-responsive budgeting: principles and entry points
- Logic models with gender lens
- Consultation and participation of women's organisations
- Addressing unintended consequences and backlash
- Group activity: Drafting a policy brief on a gender issue

Day 4: Women's Empowerment: Concepts and Strategies

- Empowerment: definitions, dimensions, and debates
- Economic empowerment: entrepreneurship, employment, financial inclusion
- Social empowerment: education, health, social norms change
- Political empowerment: representation, leadership, participation
- Psychological empowerment: agency, self-efficacy, collective action
- Empowerment frameworks (Longwe, Kabeer)
- Case studies: empowerment programmes in South Africa
- Activity: Mapping empowerment strategies for a target group

Day 5: Implementation, Monitoring, and Evaluation

- Implementation challenges: capacity, resources, political will
- Gender-responsive M&E; frameworks
- Process, output, outcome, and impact indicators with gender lens
- Participatory monitoring and evaluation
- Gender audits and impact assessments

- Using M&E; findings for policy adjustment
- Case study: M&E; of a gender policy in South Africa
- Practical: Design an M&E; plan for a gender policy

Day 6: Advocacy, Communication, and Stakeholder Engagement

- Advocacy cycle: issue identification, goals, targets, tactics
- Message framing: values, evidence, storytelling
- Communication channels: media, social media, campaigns
- Stakeholder mapping and engagement plans
- Building and sustaining coalitions
- Lobbying and negotiation skills
- Ethical considerations in advocacy
- Activity: Draft an advocacy plan for a gender policy issue

Day 7: Integration, Action Planning, and Course Review

- Review of key concepts and tools
- Developing a personal/organisational gender equality action plan
- Presentation of action plans and peer feedback
- Overcoming barriers to implementation
- Resources and networks for ongoing support
- Course evaluation and reflection
- Certification and closing

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	Shenzhen, China
24 Aug 2026	01 Sep 2026	On-Campus	Bangkok, Thailand
25 Aug 2026	02 Sep 2026	On-Campus	Victoria Falls, Zimbabwe
25 Aug 2026	02 Sep 2026	On-Campus	Abu Dhabi, UAE
26 Aug 2026	03 Sep 2026	On-Campus	Durban, South Africa
27 Aug 2026	04 Sep 2026	On-Campus	Shenzhen, China
28 Aug 2026	07 Sep 2026	On-Campus	Harare, Zimbabwe
31 Aug 2026	08 Sep 2026	On-Campus	Victoria Falls, 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 254418) 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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