



## 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 Inequality in Organisational Systems Analysis

Human and Social Studies / General Social Science

Unit Standard 254435 · NQF Level 6 · 10 Credits · 7 Days

## COURSE OVERVIEW

This course equips learners with the skills to critically analyse how organisational systems, policies, and practices can perpetuate gender inequality. Participants will explore systemic barriers, evaluate existing structures, and develop strategies to promote gender equity within their organisations.

|                 |                                            |
|-----------------|--------------------------------------------|
| Category        | Human and Social Studies                   |
| Subfield        | General Social Science                     |
| Unit Standard   | 254435                                     |
| 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 how organisational policies, procedures, and culture can reinforce gender stereotypes and inequality.
- Evaluate the impact of systemic gender bias on career progression, remuneration, and workplace dynamics.
- Identify key areas within organisational systems where gender inequality is perpetuated.
- Apply theoretical frameworks to assess gender equity in recruitment, performance management, and leadership development.
- Design interventions to mitigate systemic gender bias and promote inclusive practices.
- Demonstrate the ability to recommend systemic changes that foster gender equality.

## WHO SHOULD ATTEND

- This course is designed for HR professionals, diversity and inclusion officers, managers, and anyone involved in organisational development or policy-making who seeks to understand and address gender inequality in the workplace.

## COURSE OUTLINE

### Day 1: Foundations of Gender Inequality in Organisational Systems

- Introduction to gender studies terminology
- Historical context of gender inequality in South African workplaces
- Understanding patriarchy and its institutional manifestations
- Overview of relevant legislation: Employment Equity Act, Promotion of Equality Act
- Intersectionality: race, class, and gender
- Case studies of gender inequality in different sectors

### Day 2: Gender Bias in Organisational Policies and Practices

- Gender bias in job descriptions and recruitment processes
- The glass ceiling and sticky floor phenomena
- Pay equity and the gender pay gap
- Maternity, paternity, and parental leave policies
- Flexible work arrangements and their gendered implications
- Sexual harassment policies and their enforcement

### Day 3: Data and Metrics for Analysing Gender Inequality

- Data sources for gender analysis: HRIS, payroll, surveys
- Key performance indicators: gender parity index, turnover by gender
- Statistical tools for measuring inequality: t-tests, regression analysis
- Qualitative data collection: focus groups, exit interviews
- Ethical considerations in handling sensitive data
- Case study: analysing a real organisational dataset

### Day 4: Legal and Regulatory Frameworks for Gender Equality

- Employment Equity Act (1998) and amendments
- Promotion of Equality and Prevention of Unfair Discrimination Act
- Labour Relations Act and unfair dismissal related to gender
- Codes of Good Practice on equal pay and sexual harassment
- Role of the Department of Labour and inspectorates
- International frameworks: CEDAW, SDG 5

### Day 5: Interventions and Strategies to Reduce Gender Inequality

- Unconscious bias training: content and delivery
- Mentorship and sponsorship programmes for women
- Affirmative action vs. diversity and inclusion
- Gender mainstreaming in organisational processes
- Inclusive communication and meeting practices
- Case studies of successful interventions in South African organisations

### Day 6: Monitoring, Evaluation, and Continuous Improvement

- Designing a gender audit framework
- Tools for monitoring: scorecards, balanced scorecard integration
- Impact evaluation methods: pre-post analysis, control groups
- Reporting requirements under the Employment Equity Act
- Engaging stakeholders: unions, employees, management

- Case study: evaluating a gender programme

#### Day 7: Integration, Action Planning, and Future Trends

- Building a business case for gender equality
- Integrating gender analysis into strategic planning
- Future challenges: AI bias, gig economy, digital divide
- Role of men as allies in gender equality
- Group project presentations
- Course wrap-up and certification

## 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](http://www.aaticd.co.za), open the page for this course (Unit Standard 254435) 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](mailto: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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