



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

Tel: +27 12 004 8389 · Mobile: +27 65 077 6310

Email: apply@aaticd.co.za · Website: www.aaticd.co.za

COURSE BROCHURE

Gender Roles And Social Constructs In South African Society Training

Human and Social Studies / People/Human-Centred Development

Unit Standard 117895 · NQF Level 3 · 8 Credits · 5 Days

COURSE OVERVIEW

This course provides a critical understanding of how gender roles and social constructs shape South African society. Participants will explore historical and contemporary influences on gender norms, and develop strategies to promote inclusivity and equity in personal and professional contexts.

Category	Human and Social Studies
Subfield	People/Human-Centred Development
Unit Standard	117895
Accreditation	SAQA Accredited · NQF Level 3 · 8 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyze the historical and cultural origins of gender roles and social constructs in South Africa.
- Evaluate the impact of gender constructs on social, economic, and political participation.
- Apply frameworks to identify and challenge gender stereotypes in the workplace and community.
- Design inclusive policies and practices that promote gender equity.
- Demonstrate effective communication strategies to address gender-based discrimination.
- Implement interventions that support the empowerment of marginalized gender groups.

WHO SHOULD ATTEND

- This course is designed for professionals in human resources, diversity and inclusion roles, community workers, educators, and anyone seeking to deepen their understanding of gender dynamics in South Africa.

COURSE OUTLINE

Day 1: Foundations of Gender and Social Constructs

- Introduction to the course and unit standard outcomes.
- Key concepts: sex vs. gender, gender identity, gender expression.
- Social construction theory: how societies create and maintain gender roles.
- Historical overview of gender roles in pre-colonial, colonial, and apartheid South Africa.
- Cultural diversity and gender: examples from different South African ethnic groups.
- The role of language in shaping gender perceptions.
- Group activity: identifying personal assumptions about gender.
- Reflection journal: personal experiences with gender expectations.

Day 2: Gender Stereotypes, Norms, and Intersectionality

- Gender stereotypes: definitions, origins, and examples.
- Gender norms and their enforcement in families, schools, and communities.
- Intersectionality theory: combining gender with race, class, sexuality, and ability.
- Case studies: gender experiences of black women, white women, and LGBTQ+ individuals in SA.
- Media analysis: advertisements, TV shows, and news portraying gender.
- Workplace stereotypes: roles, pay gaps, and leadership expectations.
- Group discussion: how stereotypes affect daily life.
- Activity: mapping personal intersecting identities.

Day 3: Institutional and Structural Influences on Gender

- South African legal framework: Constitution, Promotion of Equality Act, and gender-related laws.
- Education system: curriculum content, teacher attitudes, and subject streaming by gender.
- Economic structures: labour market segregation, informal sector, and entrepreneurship.
- Religion and tradition: customary law, lobola, and religious teachings.
- Health systems: reproductive health, HIV/AIDS, and access to care.
- Case studies: gender-based violence and institutional responses.
- Group work: analysing a policy or institutional practice for gender bias.
- Reflection: how institutions have shaped your own gender journey.

Day 4: Gender-Based Violence, Power, and Social Change

- Gender-based violence: types (physical, sexual, emotional, economic), prevalence in SA.
- Power dynamics: patriarchy, toxic masculinity, and control.
- Legal and support frameworks: Domestic Violence Act, shelters, and hotlines.
- Prevention strategies: education, community programmes, and bystander intervention.
- Social movements: #TotalShutdown, #MenAreTrash, and local initiatives.
- Engaging men and boys: programmes like Sonke Gender Justice.
- Workshop: developing a personal action plan to address GBV.
- Role-play: responding to a GBV disclosure.

Day 5: Application, Integration, and Action Planning

- Recap and integration of key themes from Days 1–4.
- Gender analysis framework: applying tools to case studies (e.g., workplace policy, school curriculum).
- Action planning: personal, workplace, and community actions.
- Building inclusive environments: practical steps for organisations.
- Self-care and resilience: sustaining activism without burnout.

- Resources and networks: organisations and further learning opportunities.
- Group presentations: action plans and peer feedback.
- Course evaluation 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 **8 NQF credits** at **NQF Level 3**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 16,900.00	R 16,900.00
1	In-House	R 22,000.00	R 22,000.00
1	On-Campus (Pretoria)	R 25,400.00	R 25,400.00

UPCOMING SESSIONS

Start	End	Method	Venue
24 Aug 2026	28 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
24 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
24 Aug 2026	28 Aug 2026	On-Campus	Harare, Zimbabwe
24 Aug 2026	28 Aug 2026	On-Campus	Shenzhen, China
24 Aug 2026	28 Aug 2026	On-Campus	Durban, South Africa
24 Aug 2026	28 Aug 2026	On-Campus	Abu Dhabi, UAE
31 Aug 2026	04 Sep 2026	On-Campus	Shenzhen, China
31 Aug 2026	04 Sep 2026	On-Campus	Harare, 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 117895) 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.

Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza, 1122 Burnett St, Hatfield 0028, Pretoria, Gauteng, South Africa
Tel: +27 12 004 8389 · WhatsApp: +27 65 077 6310 · apply@aaticd.co.za · www.aaticd.co.za